

**REPORT**  
**OF THE**  
**UTTAR PRADESH PAY COMMISSION**  
**(1971–73)**



**VOLUME I**  
**(PARTS I & II)**

UTTAR PRADESH SHASAN  
FINANCE (PAY COMMISSION) SECTION

No. V. A. 637/X-100 (11)-1973

*Dated Lucknow, March 6, 1973*

**RESOLUTION**

**READ :—***Report of the U. P. Pay Commission, 1971-73.*

*Observation—*The Government have considered the scales of pay proposed by the U. P. Pay Commission for the whole-time regular State Government employees (including those employees of the U. P. State Road Transport Corporation who continue to remain State Government servants till their absorption in the service of the Corporation) and the whole-time employees of the following bodies/institutions :

1. Various classes of local bodies.
2. Centralised services of Nagar Mahapalikas and Palikas.
3. Zila Parishads.
4. Non-teaching staff of the Universities of Allahabad, Agra, Meerut, Gorakhpur, Kanpur, Pantnagar, Lucknow and Varanasi Sanskrit University.
5. Non-teaching staff of the aided Degree and Post-graduate Colleges.
6. Non-teaching staff of the Roorkee University and employees of the Engineering Colleges.
7. Aided Polytechnics and Institute of Paper Technology, Saharanpur.
8. Primary Educational institutions — Junior Basic and Senior Basic Schools, etc.
9. Aided Higher Secondary Educational institutions.
10. Aided Sanskrit Pathshalas and Arabic Schools.
11. Aided Ayurvedic and Unani Medical Colleges.
12. The Board of Indian Medicine and the Board of Homeopathic Medicine.

In addition to the above, the Government have also carefully considered the recommendations of the Pay Commission in regard to the date of enforcement of the new pay scales, method of fixation of pay in the new scales, classification of services, special pays, dearness allowance, city compensatory allowance, project compensatory allowance, compensatory allowance to the Overseers of the Irrigation Department, post-graduate pay, special pays for research, investigation, planning and design work in technical departments, border special pay, high altitude allowance, non-practising allowance/ pay to Medical and Health Services, and have generally accepted them in substance subject to the following conditions :

(1) The new scales of pay in respect of various services, grades and posts under the State Government as recommended by the Pay Commission may be accepted, and orders regarding their enforcement will be issued by the administrative departments concerned with the concurrence of the Finance Department.

(2) Detailed orders in respect of other matters (including special pays, project compensatory allowance, compensatory allowance, etc.) will be issued separately by the departments concerned in consultation with the Finance Department. For this purpose, the work relating to the consideration and necessary implementation of all the related recommendations of the Pay Commission will continue.



(3) Necessary orders of Government in regard to the recommendations of the Commission concerning those employees of the U. P. Government Roadways, who are on deputation with the U. P. State Road Transport Corporation, will be obtained after consideration by the Transport Department and suitable orders issued accordingly.

(4) The administrative departments concerned will examine the recommendations of the Pay Commission in respect of the employees of the local bodies, teachers of Junior Basic and Senior Basic Schools, Government aided Sanskrit Pathshalas and Arabic Schools, etc., non-teaching staff of the Universities and aided Post-graduate and Degree Colleges, employees of the Board of Indian Medicine and the Board of Homeopathic Medicine, teaching and non-teaching staff of aided Ayurvedic and Unani Medical Colleges and technical educational institutions, and keeping in view the policy and rules governing grants-in-aid provided to them by the State Government, will issue necessary orders in consultation with the Finance Department.

(5) The new scales of pay and rates of dearness allowance recommended by the Pay Commission will come into force with effect from August 1, 1972, subject to the provisions contained in paragraphs (8) and (10) below. The date of enforcement in respect of other matters will be mentioned in the orders to be issued in each case.

(6) The formula proposed by the Commission for the fixation of pay in the new pay scales, wherein it has been recommended that the pay of any employee in the new scales shall not be less than the stage next above his "present emoluments", may be accepted with the following amendment :—

As a result of fixation of pay, the initial pay admissible to any serving employee in the new pay scales shall in no case be less than the stage arrived at after allowing one notional increment over the stage next above his "present emoluments", but will not exceed the maximum of the new scale.

Detailed orders in the matter will be issued separately.

(7) Dearness allowance will be allowed to all categories of employees drawing pay above Rs.1,250 p.m. and upto Rs.2,250 p.m. to whom the recommendations of the Pay Commission apply or are made applicable, subject to marginal adjustments at the maximum rate recommended by the Commission.

(8) Those employees who are in service on the date of issue of these orders, will be allowed the option to elect the new scales of pay either from the date of their enforcement, i.e. August 1, 1972, or from the date of their next increment in the existing scale, whichever is beneficial to them. In case an employee elects the new scale of pay from the date of his next increment, dearness allowance at the new rates will also be admissible to him from the same date. In case, however, an employee does not wish to elect the new scale of pay, dearness allowance, etc. he can retain his existing scale of pay, dearness allowance, interim relief, etc. The above option will have to be given within ninety days from the date of issue of the departmental orders and in case any employee does not exercise his option to elect the new or the old scale of pay, he will be deemed to have opted for the new scale of pay. This option will be treated as final option.

(9) The amount of arrears, if any, accruing and payable up to February 28, 1973, as a result of fixation of pay in the new scales of pay will be credited to the Provident Fund Account of the employee, and in case he is not entitled to subscribe to a Provident Fund, the above arrears will be paid in the form of National Savings Certificates, but the amount for which no certificate can be obtained, will be paid in cash. The emoluments accruing in accordance with the new scales of pay, dearness allowance, etc. as from March 1, 1973 will, however, be paid in cash. Detailed orders in this behalf will be issued separately.

(10) All future recruitments to Government service will be made and confirmation of the existing temporary employees will be done in the new scales of pay.

(11) The revision of the scales of pay of the teaching staff of the Universities and aided Post-graduate and Degree Colleges of the State has not been done by the Pay Commission. The question of revision of the pay scales of these employees will be considered by the Government on receipt of the recommendations of the University Grants Commission. The dearness allowance, interim relief, etc. allowed to these employees will continue to be admissible to them till the enforcement of the new pay scales for them.

2. The Government wish to convey their thanks to the Chairman, the Members, the Secretary and the other Officers and staff of the U. P. Pay Commission, for having given the Commission's recommendations expeditiously after having considered the different aspects of all the vital matters which were in their purview. Without their patience and industry, this Report, which is expected to prove useful to the Government and the employees, could not have been completed within such a short time.

### ORDERS

Ordered that the Resolution be published in the *Uttar Pradesh Gazette* for general information, and copies of the Report be sent to the departments concerned.

Ordered also that copies of the Report and the Resolution be released for sale to the Service Associations, Local Bodies, Aided Educational and Technical Educational Institutions and the public.

By order,  
S. V. S. JUNEJA,  
*Ayukt Evam Vitta Sachiv.*

No. VA-637 (i) /X-100 (11)-1973

Copy, along with a copy of the Report, forwarded for information and necessary action to—

- (1) The Secretary to the Governor, U. P., Lucknow.
- (2) All Secretaries to Government, U. P.
- (3) The Registrar, High Court, Allahabad.
- (4) All Heads of Departments and Principal Heads of Offices, Uttar Pradesh.
- (5) All Departments/Sections of the Secretariat.

By order,  
H. K. MEHROTRA,  
*Sanyukt Sachiv.*

No. VA-637 (ii) /X-100 (11)-1973

Copy, along with a copy of the Report, also forwarded for information and necessary action to—

- (1) Mukhya Nagar Adhikari, Nagar Mahapalika, Kanpur, Agra, Lucknow, Allahabad and Varanasi.
- (2) The Registrar, Lucknow University, Lucknow, Allahabad University, Allahabad, Agra University, Agra, Kanpur University, Kanpur, Gorakhpur University, Gorakhpur, Pantnagar University, Pantnagar, Meerut University, Meerut, Roorkee University, Roorkee, and Varanaseya Sanskrit University, Varanasi.

- (3) All Chairmen, Nagar Palikas, U. P.
- (4) All Presidents, Zila Parishads, U. P.
- (5) The Principal, Medical College, Kanpur, Agra, Lucknow, Allahabad, Meerut and Jhansi.

By order,  
H. K. MEHROTRA,  
*Sanyukt Sachiv.*

---

COPY, along with a copy of the Report forwarded for information and necessary action to the Accountant General, U. P., Allahabad.

By order,  
H. K. MEHROTRA,  
*Sanyukt Sachiv.*



सत्यमेव जयते

संय्यद अली ज़हीर  
अध्यक्ष

अर्द्धशासकीय पत्र सं० वे० आ० 7863/दस-1973

वेतन आयोग,  
उत्तर प्रदेश, लखनऊ ।

दिनांक 1 फरवरी, 1973

प्रिय तिवारी जी,

शासन के संकल्प संख्या जी-1-1433/दस--207-1971, दिनांक 5 जुलाई, 1971 द्वारा उत्तर प्रदेश वेतन आयोग का गठन हुआ था । इस आयोग की अन्तिम रिपोर्ट, जो चार भागों में विभक्त है, दो अतिरिक्त प्रतियों सहित, मैं आपकी सेवा में प्रस्तुत कर रहा हूँ ।

2--विचारणीय विषयों के विस्तृत होने तथा समयाभाव के कारण यह रिपोर्ट अंग्रेजी में प्रस्तुत की जा रही है । आशा है कि शासन इसका हिन्दी अनुवाद कराने की व्यवस्था कर लेगा ।

सद्भावनाओं सहित,

भवसिष्ठ,

संय्यद अली ज़हीर

श्री नारायण दत्त तिवारी,  
मंत्री,  
वित्त विभाग,  
उत्तर प्रदेश शासन ।



वैद्यमेव जयते

---

---

**PART—I**

**GENERAL PRINCIPLES AND DEPARTMENT-WISE DISCUSSIONS**

**Government Departments including Medical Colleges and  
Aided Ayurvedic and Unani Colleges)**

नमो भगवते वासुदेवाय

---

---

# C O N T E N T S

## PART I

CHAPTERS	PAGE NOS.
I. Introduction—Constitution of the Pay Commission and its terms of Reference .. .. .	1
II. Procedure adopted by the Pay Commission .. .. .	8
III. Historical Survey of the Existing Pay Structure and Emoluments .. .. .	11
IV. Economic Condition of the State .. .. .	16
V. Minimum Living Wage .. .. .	20
VI. Principles of Determination of Salary Structure .. .. .	28
VII. Classification of Services .. .. .	38
VIII. Interim Relief .. .. .	40
IX. Dearness Allowance .. .. .	44
X. City Compensatory Allowance .. .. .	51
XI. Project Allowance .. .. .	55
XII. Post-graduate Pay .. .. .	58
XIII. Compensatory Allowance to the Overseers of the Irrigation Department .. .. .	61
XIV. Research, Investigation, Planning and Design, Special Pays/ Allowances .. .. .	63
XV. Special Pay, High Altitude Allowance admissible to Government Servants etc., posted in Uttarakhand Division and other Hill Districts .. .. .	66
XVI. Grant of Non-Practising Allowance to Government Doctors .. .. .	71
XVII. Special Pays .. .. .	84
XVIII. Department-wise Discussions—	
1. Appointment Department	
(a) Civil Judiciary .. .. .	91
(b) U. P. Civil Service (Executive Branch) .. .. .	95
(c) Judicial Officers' Service .. .. .	99
(d) U. P. Police Service .. .. .	101
(e) U. P. Public Service Commission, Allahabad .. .. .	104
(f) Officers' Training School, Naini Tal .. .. .	105
2. General Administration Department	
(a) Inspectorate of Government Offices .. .. .	106
(b) Entertainment and Betting Tax Department .. .. .	106
(c) Wasika Office, Lucknow .. .. .	107

CHAPTERS	PAGE NOS.
<b>XVIII. 3. Secretariat Administration Department</b> (Contd.)	
U. P. Secretariat .. .. .	108
<b>4. Confidential Department</b>	
Governor's Secretariat .. .. .	118
<b>5. Legislative Department</b>	
(i) Legislative Assembly Secretariat	} .. 119
(ii) Legislative Council Secretariat	
<b>6. Judicial Department</b>	
(a) High Court of Judicature, Allahabad .. .. .	122
(b) Subordinate Civil Courts .. .. .	124
(c) Office of the Advocate General, Allahabad .. .. .	126
(d) Administrator General and Official Trustee, Allahabad	126
(e) Election Directorate .. .. .	127
(f) Staff in the Establishment of Judicial Secretary's Branch .. .. .	128
<b>7. Revenue Department</b>	
(a) Board of Revenue including Headquarters Establishment .. .. .	130
(b) Office of Commissioners of Divisions .. .. .	134
(c) District Officers and their Subordinate Establishments	135
(d) Office of the Commissioner for Consolidation .. .. .	138
(e) District Gazetteers .. .. .	140
(f) State Soldiers', Sailors' and Airmen's Board .. .. .	140
<b>8. Transport Department</b>	
(a) Transport Commissioner's Organization .. .. .	143
(b) U. P. State Road Transport Corporation .. .. .	145
<b>9. Forest Department</b>	
(a) Office of the Chief Conservator of Forests .. .. .	148
(b) Directorate of Tourism .. .. .	153
<b>10. Finance Department</b>	
(a) Establishment under Finance Department .. .. .	154
(b) Sales Tax Department .. .. .	154
(c) U. P. Finance and Accounts Service .. .. .	157
(d) Local Fund Audit Organization .. .. .	159
(e) Co-operative and Panchayats Audit Organization	160
(f) Registration and Stamps Departments .. .. .	162

CHAPTERS			PAGE NOS.
<b>XVIII.</b> <b>(Contd.)</b>	(g) National Savings Directorate .. ..	164	164
	(h) Treasuries Directorate .. ..	165	165
	(i) U. P. State Lottery Organization .. ..	165	165
	(j) Registrar, Firms and Societies, U. P. ..	166	166
	(k) Accounts Organization of Food and Civil Supplies Department .. ..	166	166
	(l) Mukhya Vitta Adhikari (Zila Parishads) ..	167	167
<b>11. Industries Department</b>			
	(a) Directorate of Industries .. ..	169	169
	(b) Printing and Stationery, U. P., Allahabad ..	172	172
	(c) Government Precision Instruments Factory, Lucknow	174	174
	(d) Directorate of Geology and Mining, U. P. ..	174	174
	(e) Office of the Provincial Textile Controller, U. P. ..	175	175
	(f) Office of the Sugar Commissioner, U. P. ..	175	175
<b>12. Food and Civil Supplies Department</b>			
	(a) Food and Civil Supplies Department .. ..	177	177
	(b) Controller, Weights and Measures, U. P. ..	181	181
	(c) Office of the Liaison Officer, Calcutta .. ..	182	182
<b>13. Medical and Public Health Department</b>			
	Medical Colleges, Ayurvedic and Unani Services and Colleges (including aided Ayurvedic and Unani Medical Colleges), National Homeopathic Medical College, Board of Indian Medicine and Board of Homeopathic Medicine .. ..	184	184
<b>14. Home Department</b>			
	(a) Police Organization .. ..	193	193
	(b) Vigilance Commission and Administrative Tribunal	197	197
	(c) Directorate of Vigilance .. ..	198	198
	(d) Civil Defence Organization .. ..	198	198
	(e) Home Guards Organization .. ..	199	199
	(f) Home (Jails) Department .. ..	200	200
<b>15. Planning Department</b>			
	(a) Planning Department of the Secretariat ..	202	202
	(b) Economic Intelligence and Statistics Directorate (Division) .. ..	202	202
	(c) Planning, Research and Action Institute ..	205	205
	(d) Evaluation and Training Division .. ..	205	205



CHAPTERS	PAGE NOS.
<b>XVIII. 16. Excise Department</b> ( <i>Contd.</i> )	
(a) Office of the Excise Commissioner	207
(b) Prohibition and Social Uplift	
<b>17. Relief and Rehabilitation Department</b> .. ..	210
<b>18. Social Welfare and Harijan Sahayak Department</b> ..	211
<b>19. Education Department</b>	
(a) The U. P. Educational Service (Senior Scale)	217
(b) The U. P. Educational Service (Junior Scale)	
(c) The Subordinate Education Service	
(d) The Special Subordinate Education Service	
(e) Subordinate Education Service (non-Gazetted)	223
(f) Junior High School and Basic Primary Schools of the merged Tehri and Rampur States, etc. ..	227
(g) Primary Schools and Junior High Schools under Basic Education .. ..	229
(h) N. C. C. and P. S. D. Yojna .. ..	231
(i) Ministerial and Inferior Establishment of the Directorate of Education, Board of High School and Intermediate Education, Registrar, Departmental Examinations and other subordinate offices including Government Educational Institutions ..	232
<b>20. Technical Education Department</b>	
(a) Directorate of Technical Education .. ..	236
(b) Board of Technical Education .. ..	237
(c) Government Polytechnic/Northern Regional Institute of Printing Technology, Allahabad/Leather Institutes, Agra and Kanpur/Government Central Textile Institute, Kanpur/Government Girls' Polytechnic, Lucknow and Government Secondary Technical Schools .. ..	240
<b>21. Labour Department</b>	
(a) Organization of Labour Commissioner ..	244
(b) Labour Courts and Industrial Tribunals ..	246
(c) Directorate of Training and Employment ..	247
<b>22. Cultural Affairs and Scientific Research Department</b>	
(a) Directorate of Cultural Affairs and Scientific Research .. ..	250
(b) U. P. State Observatory, Naini Tal .. ..	250
(c) State Archaeological Department, Lucknow ..	251
(d) State Archives, Allahabad .. ..	252
(e) State Archaeological Museum, Mathura ..	253

CHAPTERS		PAGE NOS.
XVIII. (Contd.)	(f) State Museum, Lucknow .. .. .	253
	(g) Bhatkhande College of Hindustani Music, Lucknow	254
	(h) Government College of Arts and Crafts ..	255
23.	Public Works Department .. .. .	257
24.	Government Estate Department .. .. .	261
25.	Irrigation Department .. .. .	262
26.	Technical Audit Cell—Public Works and Irrigation Departments .. .. .	268
27.	Power Department	
	Government Electrical Inspectorate .. .. .	269
28.	Local Self-Government and Housing Departments	
	(a) Local Self-Government Engineering Department ..	270
	(b) Town and Country Planning Department ..	275
	(c) Directorate of Local Bodies .. .. .	278
	(d) Regulated Areas in U. P. .. .. .	279
	(e) Government Nazul .. .. .	280
29.	Information Department	
	Information Directorate including District Level Staff and Hindi Samiti .. .. .	281
30.	Agriculture Department	
	(a) Directorate of Agriculture .. .. .	285
	(b) Institute of Agricultural Sciences, Kanpur ..	294
	(c) Directorate of Fruit Utilization .. .. .	297
31.	Animal Husbandry Department	
	(a) Directorate of Animal Husbandry .. .. .	301
	(b) U. P. College of Veterinary Science and Animal Husbandry, Mathura .. .. .	306
	(c) Fisheries Department .. .. .	309
32.	Cane and Co-operative Departments	
	(a) Cane Commissioner's Organization .. .. .	313
	(b) Co-operative Department .. .. .	316
33.	Panchayati Raj Department	
	(a) Directorate of Panchayati Raj .. .. .	322
	(b) Pradeshik Vikas Dal .. .. .	323

CHAPTERS	PAGE NOS.
<b>XVIII. 34. Community Development Department</b> (Concl'd.)	
(a) Agricultural Production Commissioner's Office including Community Development .. ..	326
(b) Rural Manpower and Minor Irrigation Departments	328
<b>XIX. Method of Fixation of Pay in the New Scales ..</b>	<b>330</b>
<b>XX. Financial Implications of our Recommendations and Allied Matters .. .. .</b>	<b>332</b>
<b>XXI. Additional Resources for Implementing the Recommenda- tions of the U. P. Pay Commission .. ..</b>	<b>334</b>
<b>XXII. A Word about Pensioners .. .. .</b>	<b>343</b>
(i) Acknowledgments .. .. .	344
(ii) Separate Notes and Minutes Recorded by Members—	
1. Sri Sultan Alam Khan .. .. .	345
2. Dr. Baljeet Singh .. .. .	346
3. Sri J. D. Shukla .. .. .	346
4. Sri K. L. Balmiki .. .. .	352
5. Dr. R. V. Singh .. .. .	354
6. Sri A. C. Mitra .. .. .	354
7. Dr. Gopal Tripathi .. .. .	372
8. Sri J. C. Dikshit .. .. .	373

# PART I

## CHAPTER I

### INTRODUCTION

#### CONSTITUTION OF THE PAY COMMISSION AND ITS TERMS OF REFERENCE

THE Government of Uttar Pradesh, *vide* their Resolution No. G-I-1433/X-207-1971, dated July 5, 1971, published in *Uttar Pradesh Government Extraordinary Gazette*, dated July 8, 1971, appointed a Pay Commission under the Chairmanship of Sri Syed Ali Zaheer, consisting of the following :

- |   |          |
|---|----------|
| (1) Sri Syed Ali Zaheer ... ..  | Chairman |
| (2) Sri Jagdish Chandra Dikshit, M.P., U. P. Indian National Trade Union Congress, Lucknow ... .. | Member   |
| (3) Dr. Baljit Singh, Professor of Economics, Lucknow University, Lucknow ... ..                  | "        |
| (4) Sri Makhan Lal Misra, M. L. A., U. P., Lakhimpur Kheri ... ..                                 | "        |
| (5) Sri Shanti Prapanna Sharma, M.L.A., U. P., Dehra Dun ... ..                                   | "        |
| (6) Sri Mata Prasad, M.L.A., U. P., Jaunpur ... ..  | "        |
| (7) Sri Devendra Singh, M.L.A., U. P., Bijnor ... ..  | "        |
| (8) Sri Kanhaiya Lal Balmiki, M.L.A., U. P., Hardoi ... ..  | "        |
| (9) Sri Sultan Alam Khan, M.L.C., U. P. ... ..  | "        |
| (10) Sri Radha Krishna Agrawal, Vice-Chancellor, Kanpur University, Kanpur ... ..                 | "        |
| (11) Sri J. D. Shukla, Chairman, Board of Revenue, Uttar Pradesh ... ..                           | "        |
| (12) Sri K. K. Sharma, Commissioner, Rohilkhand Division ... ..                                   | "        |
| (13) Sri Bharat Narain, Commissioner and Secretary, Finance Department ... ..                     | "        |
| (14) Dr. R. V. Singh, Principal, King George's Medical College, Lucknow ... ..                    | "        |
| (15) Sri A. C. Mitra, retired Engineer-in-Chief ... ..  | "        |

Sri Har Krishna Mehrotra, Joint Secretary, Finance Department, U. P., Government, was appointed as non-Member Secretary.

The initial terms of reference of the Commission were—

- (1) To consider the existing pay structures and emoluments of the employees of the State Government and to recommend revision, if necessary, with a view to determining a minimum living wage for the low paid employees, after taking into consideration, along with other things, the economic condition of the State and the existing price level.
- (2) To make similar recommendations in respect of the employees of the Local Bodies (Zila Parishads, Town Area and Notified Area Committees, Municipalities and Municipal Corporations) and employees (teaching and non-teaching) of Primary Schools, Government aided Higher Secondary Schools, Degree Colleges, Post-Graduate Colleges, Universities, Engineering and Technical Institutions.
- (3) Keeping in view the availability of resources and commitments towards procurement of additional resources for executing the Fourth Five Year Plan, to recommend steps to be taken by the State Government, the Local Bodies and the Educational Institutions in order to bear the extra financial expenditure which would have to be incurred in implementing the recommendations in respect of items (1) and (2) above.

(4) To consider and advise the Government in respect of such other matters as may be referred to the Commission by the Finance Department of the Government.

The original notification about the appointment of the Commission and its terms of reference is given at Appendix I to this report.

2. According to the said Government Resolution, the Headquarters of the Commission was located at Lucknow, and the Commission was required to submit its recommendations to Government by January 15, 1972. Subsequently an extension of six months was granted under Government Notification No. G-I-118/X-207-71, dated January 18, 1972, and the Commission was required to submit its report by July 15, 1972. For various reasons beyond the control of the Commission, some of which are detailed below, another extension of four months was granted under Government Notification No. G-I-1257/X-207-1971, dated July 24, 1972, according to which the Commission was required to submit its report by November 15, 1972. The third extension was granted under Notification No. G-I-1870/X-207-1971, dated November 24, 1972, whereby the Commission was asked to submit the report by December 31, 1972.

3. Even though the U. P. Pay Commission was appointed under Government Resolution, dated July 5, 1971, the Chairman of the Commission, Sri Syed Ali Zaheer, could assume his office only on the afternoon of August 3, 1971, as his formal appointment was made in G. O. No. G-I-1676/X-207-1971, dated July 31, 1971. The Chairman of the Commission was given the status of a Cabinet Minister.

4. Sri H. K. Mehrotra, who was holding the post of Joint Secretary, Finance Department, assumed charge as non-member Secretary, Pay Commission, in the afternoon of August 24, 1971. Even after taking charge, he continued to serve for about two months on the Committee appointed by the Finance Minister to look into the anomalies in the fitments of the employees of the U. P. State Electricity Board in terms of the Central Wage Board Report on Electricity Undertakings, 1969. The personal staff of the Chairman, the Secretary and the officials joined on various dates in August, September and October, 1971. The office of the Commission could thus start functioning only towards the end of September, 1971. For all intents and purposes, the Commission could thus really start functioning by about the middle of October, 1971.

5. The office of the Commission was first located temporarily in the Soochna Bhavan, but was shifted to Vidhan Bhavan at the end of November, 1971. Even thereafter, difficulties on account of paucity of accommodation and shortage of staff continued to hamper the functioning of the Commission's office. Details of the staff and accommodation provided to the Commission are given in Appendices "II" and "III".

6. The Commission with its full complement has worked for only about 9 or 10 months in all during its life of eighteen months. The task assigned to the Commission was, however, stupendous. It required examination of pay structures in depth and great detail. The Commission was expected to study not only the pay structures of the Government employees, but also of local bodies and Government as well as aided educational institutions, including engineering and technical colleges. The pay structures, the duties and responsibilities of a larger variety of employees required much more extensive and elaborate study, but due to paucity of time we feel that the report is not as comprehensive and detailed as we wanted it to be. In spite of the fact that the Commission gave three interim reports, under each of which emoluments of the vast majority of the employees of all the categories were appreciably enhanced, the employees started becoming impatient and threatened to start an agitation if the time of the Commission was further extended or if the report was not submitted within the allotted period. In spite of various handicaps, we have made all efforts to submit our report by the end of January, 1973.

#### AMPLIFICATION AND CLARIFICATION IN RESPECT OF TERMS OF REFERENCE

7. In addition to the Government Resolution, dated July 5, 1971, continuing the terms of reference of the Commission, a number of Government orders

were issued, some of them in reply to references made by the Commission itself, whereby the terms of reference of the Commission were clarified or amplified to include in its purview certain specific items. Copies of correspondence with Government in this regard have been reproduced at Appendices 'IV', 'V', 'VI', 'VII', 'VIII', 'IX', 'X', 'XI' and 'XII'.

8. It was clarified by the Government in letter no. G-I-1479/X-71, dated August 30, 1971 (Appendix "IV") that the Pay Commission was expected to make necessary recommendation only in respect of those Safai Mazdoors who were full-time regular employees and that the Commission *was not required* to make any recommendation in respect of work-charged and daily paid, or part-time employees, and such employees as were paid out of contingency or were engaged on contract. In another communication, the Commission was informed by the Government that the question of determination of pay scales of Panchayat Secretaries (now re-designated as Panchayat Sewaks) as well as the employees of the U. P. Police Force, was also within the purview of the Commission.

9. It may be mentioned here that on May 11, 1970, the Uttar Pradesh Government, under their Resolution no. 4121/VIII-A-30(1)-70, dated May 11, 1970, had appointed a Police Commission with the following objects:

(i) to examine the extent of concealment and minimization of crimes at the Police Stations and to recommend measures to improve the position;

(ii) to examine the present procedure of investigation and to recommend measures to expedite investigation, to raise their standards, and to provide for effective supervision of cases before the submission of charge-sheets; and

(iii) to recommend measures to improve the system of prosecution of cases.

This Commission submitted its Report on October 16, 1971. Even though the State Government had not specifically referred the question of revision of pay scales of the police personnel to the Commission referred to above, they recommended, as part of their recommendations regarding the need for improvement in conditions of service of investigation and prosecution staff, the following pay scales (exclusive of dearness allowance) for Constables and Head Constables, Assistant Sub-Inspectors, Sub-Inspectors and Inspectors respectively:

(i) Constables	...	Rs.100— 4—160.
(ii) Head Constables	...	Rs.120— 6—180— 8—220.
(iii) Assistant Sub-Inspectors	...	Rs.160— 8—200—10—280.
(iv) Sub-Inspectors	..	Rs.225—15—360—20—500.
(v) Inspectors	...	Rs.350—20—390—25—590—30—650.

10. The Police Commission further recommended that Assistant Public Prosecutors should have at least three years experience of practice at the Bar before their recruitment and the scale of their pay should be Rs.250—15—340—20—400—25—550. They should, however, be allowed three increments in advance because of the requirement of three years' practice at the Bar prior to recruitment. They also recommended that the pay scale of the Public Prosecutor should be Rs.400—30—700—50—750.

11. The above scales of pay recommended by the Police Commission were selected out of the various pay scales recommended by the U. P. Pay Rationalization Committee (1964-65), not for respective categories of police employees but for other categories of employees. Though the Report of the U. P. Police Commission was published in July, 1972, the Government in the Home Department have not so far implemented the recommendations referred to above, as they had referred the question of revision of pay scales of all police personnel (excluding the members of the I. P. S.) for consideration by this Commission in Home Secretary's D. O. No. 5644 (i) /VIII-2, dated May 24, 1972.

12. It was also mentioned in G. O. No. G-I-2371/X-1971, dated October 23, 1971 (Appendix VI), that where scales of pay were fixed or might have been fixed under some Act, or the pay scales were determined or had been determined in accordance with the recommendations of some Wage Board, the

scales of pay of such posts in the institutions concerned would remain outside the purview of the Commission. In the circumstances, only those posts came under the purview of the Commission whose scales of pay and dearness allowance were not compulsorily determined under the provisions of some Act or had already been determined on the recommendation of Wage Board. It was also clarified in the aforesaid Government Order, that the Commission had also to consider the cases of all such posts which had been created or might be created after July 5, 1971, or whose scales of pay had been revised or might be revised in future by the Government after that date. At the same time it was left to the discretion of the Commission to fix a suitable date in this regard and to consider the cases of those posts only which might be or which might have been created by Government by the date so fixed by the Commission.

13. Soon after the appointment of the Commission, various categories of employees started clamouring for interim relief. On a clarification sought by the Commission (*vide* Appendix "V") Government informed it on October 23, 1971 (Appendix "VI"), that they had issued orders about the grant of interim relief to the Government servants, employees of the local bodies, educational and technical institutions with effect from April 1, 1971. The Commission were thus requested to give their advice to Government as to how this interim relief could be adjusted in the revised total emoluments of the employees concerned. In so far as Government were concerned, they did not intend to give any other instructions to the Commission on the question of interim relief. Subsequently by way of a further clarification on this point, it was stated in G. O. No. G-I-2647/X-1971, dated November 19, 1971 (Appendix "VIII"), that what the Government intended to say was that the Commission could themselves, in their discretion, taken a decision on the question of additional interim relief.

14. In their letter no. PC-467/X-71, dated October 29, 1971, the Commission had enquired whether the Commission was required to consider and make its recommendations in regard to Deputation Allowance, Project Compensatory Allowance, Education Allowance, Research Design and Development Allowance, Post-graduate Degree Pay or Allowance, Over-time Allowance and Non-practising Pay or Allowance. In G. O. No. G-I-2647/X-1971, dated November 19, 1971 (Appendix "VIII"), the Government informed us that we are not required to consider the question of Deputation Allowance, Education Allowance and Over-time Allowance, but have to consider and make our recommendations in regard to Site Compensatory Allowance, Research, Design and Development Allowance and Post-graduate Allowance in technical departments and Non-practising Pay or Allowance admissible to Medical Officers and Public Health Officers.

15. The Commission in their letter No. PC-467/X-1971, dated November 13, 1971 (Appendix "VII"), also sought instructions of the Government as to what assumptions they should make regarding such benefits as leave, pension, provident fund, house rent allowance, gratuity and medical facilities, etc. while determining the pay structure of the employees of various categories. In their D. O. No. G-I-477/X-72, dated May 2, 1972 (Appendix "IX"), the Government informed the Commission that the question of revision of rules relating to the aforesaid matters was not under the consideration of Government and that the Commission should proceed on the assumption that the existing rules and orders in regard to these matters would be applicable.

16. In short, we were asked to consider, besides the question of revision of the scales of pay of various categories of employees, matters relating to Special Pays (including Border Special Pay), Dearness Allowance, City Compensatory Allowance, High Altitude Allowance, Research and Design Allowance, Post-graduate Pay or Allowance and Non-practising Pay or Allowance admissible to doctors. We are not required to consider, generally speaking, matters relating to service conditions of the various categories of employees, e.g. leave, pension, gratuity, provident fund, travelling allowance, over-time allowance, house rent allowance, medical and educational benefits, uniforms and liveries and boarding allowance (admissible to some nursing staff, etc.).

17. Subsequently in their letter No. G-I-1049/X-1972, dated July 1, 1972, the Finance Department made a reference to the Pay Commission about the desirability of the revival of the grant of "Hill Allowance" to the employees

working in hill districts and suggested that the question of Hill Allowance being granted to these employees again may also be considered sympathetically by the U. P. Pay Commission.

18. In G. O. No. G-I-2881/X-1971, dated December 23, 1971 (Appendix "X"), Government had informed the Commission that in accordance with paragraph 3 (4) of the Government Resolution, dated July 5, 1971, already referred to above, they had decided to refer the cases of teachers of Sanskrit Schools and Arabic Madarsas for their consideration.

19. Government took time to finally decide the question as to whether the U. P. Pay Commission would consider or not the cases of the various categories of employees of the Roadways organization. The State Government had considered the question of implementation of the recommendations of the Central Wage Board (1969) for Transport Undertakings in respect of the employees of the Government Roadways, and decided that the recommendations of the above Wage Board should be made applicable to those employees of Regional Workshops, and the Central Workshop, Kanpur, whose status was lower than that of Junior Foreman. It was also decided that the above recommendations should be implemented in respect of those employees of the Roadways Traffic Branch also, whose status was below that of the Junior Station Incharge. Orders to this effect were issued in G. O. No. 1348/XXX-2-443-T-71, dated February 22, 1972, and the said recommendations were to be implemented with effect from April 1, 1971. The Government order referred to above, stipulated that in order to ensure a proper classification and fitment of the above employees in four categories mentioned therein, the office bearers of the recognized unions of the employees would be consulted. Subsequently, as a result of negotiations held with the representatives of employees of the Roadways, the Government reconsidered the matter and decided that the orders contained in the G. O., dated February 22, 1972, referred to above, should not be implemented for the time being. They accordingly issued orders in G. O. No. 2239/XXX-2-443-T-71, dated April 20, 1972, to the effect that the recommendations of the Central Wage Board (1969), relating to the Transport Department, as approved in G. O., dated February 22, 1972, already referred to above, should not be implemented until the recommendations of this Commission became available and added that the orders issued in the aforesaid Government order of February 22, 1972, would be deemed to be held in abeyance. Accordingly, the State Government informed the Commission in their letter No. 2582/XXX-2-199-N-72, dated May 22, 1972 (Appendix "XI"), that the matters of the non-gazetted employees of the Roadways, which fell within the scope of the recommendations of the Central Wage Board, 1969, relating to Transport Department in respect of scales of pay, dearness allowance, etc. should also be considered by the Commission like those of other State Government employees. As in the case of the employees of Government Departments, Local Bodies, etc., the case of daily-rated workers and the work-charged employees of the Roadways were to remain outside the purview of the Commission. Two lists of posts, whose pay structures and emoluments were to be considered, were also received with the Government order, dated May 22, 1972. Since the position regarding those employees who were not covered by the Wage Board was not clear, Government informed the Commission in letter No. 3674/XXX-2-532-N-71, dated July 17, 1972 (Appendix "XII"), that under the provisions of Road Transport Act, 1950, a U. P. Road Transport Corporation had been constituted with effect from June 1, 1972, and that those permanent or temporary officers and employees of the said Corporation, who were working under the U. P. Government Roadways, prior to the constitution of the said Corporation shall, until their absorption by the Corporation in their own service, be deemed to be State Government servants on deputation to the said Corporation. Thus, their cases would also fall within the purview of the Commission.

20. Deputy Secretary, Industries Department in his D. O. No. 4140/XVII-4-E-263-71, dated October 7, 1972, informed the Pay Commission that Government had decided that the U. P. Pay Commission need not examine the pay structure of the gazetted employees of the erstwhile Government Cement Factories at Churk and Dalla, which had been transferred to the U. P. Cement Corporation with effect from April 1, 1972. As regards the non-gazetted employees of these factories, it was stated that since the pay scales, as fixed by the Cement



Wage Board, were applicable to them since January 1, 1960, they were also not required to be considered by the Pay Commission.

21. The Secretary, U. P. State Electricity Board, had informed the U. P. Pay Commission in his D. O. letter No. 1990-A/SEB-(B)-78-A-71, dated February 16, 1972, that they had decided, in principle, to give to the engineer officers the same revised pay scales as might be approved by the Government on the recommendation of the Pay Commission for corresponding categories of Engineers in the Public Works, Irrigation, Local Self-Government Engineering Departments, etc. and had accordingly requested the Pay Commission to hear the representatives of the Engineers of the Electricity Board, before recommending suitable pay structure for various categories of Government engineering staff.

22. Accordingly, the representatives of the U. P. State Electricity Board Engineer's Association were called for evidence on July 25, 1972. Sri R. K. Trivedi, Chairman, U. P. State Electricity Board, was also invited to apprise the Pay Commission of his views on service matters of employees of the State Electricity Board, to enable the Commission to make a fair comparison of pay scales and related matters of the Government employees *vis-a-vis* those in the autonomous undertakings in the Public Sector. Later, the U. P. State Electricity Board and Government decided to appoint a separate Pay Commission to examine the pay structure of the engineering services of the State Electricity Board. No intimation to this effect was, however, sent to the Pay Commission either by the U. P. State Electricity Board or the Government. A reference on the subject was also made to Government in the Finance Department in our letter, No. V-A-5145/X-72, dated August 8, 1972 and subsequent reminder No. V-A-6507/X-72, dated October 28, 1972. The Government have now on December 14, 1972, informed us that the matter relating to revision of pay scale of Engineers of the Uttar Pradesh State Electricity Board need not be taken up by the Commission.

23. Even as late as July 15, 1972, Government in the Medical and Public Health Department, in G. O. No. 3558-C/V-203-72, dated July 15, 1972, (Appendix 'XIII') referred, for the consideration of the Commission, the question of the revision of pay scales, etc. of teaching and non-teaching staff of the various Ayurvedic and Unani Medical Colleges, *viz.* Rishikul Ayurvedic College, Hardwar, Lalit Hari Ayurvedic College, Pilibhit, Gurukul Kangri Ayurvedic College, Hardwar, Ayurvedic College, Attarra, Banda, Sahu Ram Narain Murli Manohar Ayurvedic College, Bareilly, Bundelkhand Ayurvedic College, Jhansi, Takmil-ut-Tib Tibbiya College, Lucknow and Unani Medical College, Allahabad. Further, towards the end of September, 1972, Government in G. O. No. G-I-1875/X-1972, dated September 22, 1972 (Appendix 'XIV'), referred for the consideration of the Pay Commission, the matter relating to the revision of pay scales, etc. of the non-gazetted employees of the Government Precision Instruments Factory, Lucknow, to whom the Wage Board Award did not apply.

24. It would thus appear that fresh subjects continued to be referred to the Commission for their consideration until the end of September, 1972, and different sets of orders were communicated at a very late stage, thereby causing a lot of delay in the collection, compilation and examination of the requisite data by us. This naturally required prolongation of time for submission of the Report.

In this context we might mention that the Government had, in office memorandum No. G-I-2288/X-71, dated September 30, 1971, informed various Government Departments that as this Pay Commission would examine the pay structures and emoluments of the Government employees, it would not be possible for them to consider separately proposals for the revision of pay scales of particular posts or services till the receipt of the recommendations of the Commission, and that all such matters should thenceforth be referred directly to the Pay Commission. In spite of the above decision, we are constrained to observe, that the Government continued to revise on their own, the pay scales and allowances of several categories of employees.

25. No recommendations have been made by us in regard to the revision of pay scales and other matters of the Engineers and other staff posted in the U. P. State Electricity Board, U. P. Khadi and Village Industries Board,

Kanpur, U. P. Handloom Board, Kanpur, U. P. State Cement Corporation, Churk, Mirzapur, and other autonomous Corporations such as U. P. Financial Corporation, Kanpur, U. P. State Industrial Corporation, Kanpur, U. P. Export Corporation, Kanpur, U. P. Textile Corporation, Kanpur, U. P. State Sugar Corporation, Lucknow, Provincial Industrial and Investment Corporation of U. P., Lucknow, and Vibhuti Glass Factory, Ramnagar, Varanasi, and work-charged and daily-paid or part-time employees and such employees as paid out of contingency or were engaged on contract.

26. The changes in the constitution of the Commission also need mention. To begin with the Commission was constituted with 15 members. Such unwieldy membership created a number of difficulties in its efficient working. Initially Sri Radha Krishna Agrawal, Vice-Chancellor, Kanpur University had been appointed as a Member of the Commission. Later on, when he resigned from the membership, Sri Chandra Mohan Bhatia, Vice-Chancellor of Allahabad University, was appointed a member of the Commission in Government Notification No. G-I-2657 (3) /X-207-71, dated December 29, 1971. Sri Bhatia subsequently ceased to be Vice-Chancellor of Allahabad University, and in his place Government appointed Dr. Gopal Tripathi, Vice-Chancellor, Lucknow University, as a Member, vide Notification No. G-I-1050/X-207-71, dated June 21, 1972.

27. We are also deeply grieved to say that two of our valued colleagues who had taken very active and keen interest in the deliberations of the Commission are no more with us owing to their untimely demise. Sri Kashyap Krishna Sharma, Commissioner, Rohilkhand Division, who was serving as a Member since its constitution, retired from the I.A.S., with effect from July 11, 1972, and after a short illness, breathed his last on August 4, 1972. In his place Government appointed in Notification No. G-I-1204/X-207-71, dated August 26, 1972, Sri Surendra Nath Verma, Mukhya Nagar Adhikari, Nagar Mahapalika, Agra, as a Member. Sri Bharat Narain, Commissioner and Secretary, Finance, who was a member of the Commission from the beginning, fell ill and proceeded on medical leave at the end of July, 1972. On account of his prolonged absence due to illness, Government appointed Sri Swatantra Vir Singh Juneja, Commissioner and Secretary, Finance as a member of the Commission, in Notification No. G-I-1513/X-207-71, dated September 15, 1972. Unfortunately Sri Bharat Narain breathed his last on October 29, 1972.

28. The number of meetings attended by various members is given in Appendix 'XVII'.

29. The total expenditure incurred on this Commission from the date of its establishment is likely to be of the order of Rs.3.30 lakhs. Considering the huge task involved we are satisfied that it is very modest. This has indeed been possible due to a very close supervision exercised by the Accounts Officer and others concerned in regard to financial matters.

## CHAPTER II

### PROCEDURE ADOPTED BY THE PAY COMMISSION

Our first meeting was held on October 16, 1971, when besides the consideration of the terms of reference of the Commission, and the question of grant of interim relief to the employees of the State Government, local bodies and educational institutions, the procedure to be followed by the Commission in conducting its business was also considered. The Commission decided to concentrate first on the questionnaire to be issued to all Secretaries to Government, Heads of Departments, Principal Heads of Offices and recognised service associations of employees, and also certain other prominent persons including economists of repute. The questionnaire was finally approved in our second meeting held on November 23, 1971. A copy of it is given at Appendix 'XVIII'.

2. Adequate number of copies were got printed in Hindi and English. Wide publicity regarding the issue of the questionnaire was given through press notes published in English, Hindi and Urdu papers, so that interested individuals, service associations, etc. could obtain copies of the questionnaire and send their replies and views to the Commission. In all 8,676 copies were issued to various officers, local bodies, educational and technical institutions, service associations, etc. details of which are given in Appendix 'XIX'.

3. The number of Higher Secondary Schools, Senior Basic Schools (Junior High Schools) and Junior Basic Schools (Primary Schools), in the State being over 3,100; 8,400 and about 62,000 respectively, it was not considered feasible to send copies of the questionnaire to each of them.

4. Initially replies to the questionnaire were asked for by January 10, 1972, but subsequently on a demand by several service associations and Heads of Departments, the time for submission of replies was extended up to February 10, 1972. Only three or four hundred replies to the questionnaire were, however, received even by the extended date. In order, therefore, to ensure a fair consideration of the issues referred to the Commission even those replies which were received after the extended date, were entertained and examined. Broadly speaking, a number of service associations and Heads of Departments and Heads of Offices, etc. showed keen interest in preparing and submitting detailed replies. However, the response from several administrative departments, Universities and Economists was either belated or lukewarm. The replies received in the office of the Commission from various departments, service associations, local bodies and individuals are listed in Appendix 'XX'. On the whole, it can be said that those who chose to send replies to the questionnaire had taken pains and made useful suggestions which proved helpful to the Commission in reaching their conclusions.

5. As was expected, a number of service associations and individual employees, apart from the replies to the questionnaire, submitted memoranda and representations also seeking revision of their pay scales and grant or extension of a number of fringe benefits, some of which, e.g. House Rent Allowance, Leave, Retirement benefits etc., were not within the purview of the Commission and had to be ignored.

6. Another step taken side by side was the collection of necessary information about the number and designation of posts, their existing pay scales, prescribed minimum educational, technical and other qualifications, source and method of recruitment, nature of duties and responsibilities, dearness allowance, special pay and other allowances, etc. and also recommendations from the administrative departments and Heads of Departments, Principals of Medical Colleges, Technical Institutions and Registrars of Universities and Mukhya Nagar Adhikaris of Nagar Mahapalikas, in proforma Nos. 89 and 90 which appear at Appendices Nos. 'XXI' and 'XXII' of this Report. In respect of the aided educational and technical institutions, this information was called for from the Director of Education and the Director of Technical Education respectively.

7. The replies to the questionnaire, memoranda of demands and detailed information and data about the employees continued to be received in the Commission's Office even while the evidence of various service associations

regarding their suggestions and proposals, was in progress. In order to introduce an element of finality, August 16, 1972, was fixed for final receipt of supplementary memoranda and other information.

8. In case of Town Area Committees, Municipalities, etc., it was intended to have the information in a consolidated form for each district from the District Magistrates. However, consolidated lists were not received and information continued to pour in dribblets from individual local bodies till the month of October, 1972.

9. It is important to mention in this connexion that the collection, compilation and classification of the voluminous data in the office of the Commission was in itself a stupendous task and consumed a good deal of time of the staff as well as of the officers.

10. A modest reference library was also built up for use of the Commission and publication relating to the constitution of the various Pay Commissions of the Government of India and other State Governments and the reports of such Commissions and the orders passed on such reports were collected.

#### SITTING OF THE COMMISSION

11. In all we held 116 sittings on 83 days. Sixteen sittings were held at Naini Tal Club, Naini Tal, from June 4 to June 7, 1972 and from June 21 to June 30, 1972. A list showing the details of the meetings held is given in Appendix 'XXIII'.

#### EVIDENCE RECORDED BY THE COMMISSION

12. As would appear from a perusal of the questionnaire, our intention in issuing it was to elicit replies not only in respect of the scales of pay for different types or categories of jobs or posts, but also to ascertain the views and proposals of the various service associations, and the Departments concerned about the basic and fundamental principles governing the pay structure, special pays, dearness allowance, etc. Even though the question regarding several fringe benefits which are admissible to various categories of employees, was kept outside our purview, some basic information about such amenities also was called for, so that the same could be taken into account while fabricating the revised pay-scales.

13. By the end of February, 1972, most of the service associations and a number of Heads of Departments had sent their replies and memoranda. It was then decided that we would first take the evidence of different service associations and individuals who had either submitted replies to the questionnaire issued by us or memoranda of demands, and thereafter the Heads of Offices, a few selected representatives of local bodies, Commissioners, Mukhya Nagar Adhikaris, District Magistrates, District Judges, Heads of Departments, Secretaries to Government, Vice-Chancellors or their Registrars, and a few prominent industrialists and public men would be heard. Accordingly, the first meeting to record evidence of the various service associations on the question of grant of interim relief was held on March 4, 1972. Further evidence of the service associations was recorded in subsequent meetings. The evidence of a majority of the Principal Heads of Offices, Heads of Departments, District Magistrates, certain Secretaries to Government, Commissioners and others was recorded in the sittings held at Naini Tal from June 4 to 7, 1972 and June 21 to 30, 1972 and was completed at Lucknow from July 14 to 18, 1972, and on July 25, 1972. The Principals of aided Ayurvedic and Unani Colleges, representatives of employees of U. P. Road Transport Corporation and Chairman, U. P. Road Transport Corporation, were heard on September 6, 1972. A list of persons invited to give their evidence before the Commission is at Appendix 'XXIV'.

14. The representatives of the service associations and other individuals were offered full opportunity to put forward their case or make any new points and suggestions before us. We examined the representatives of the Service Associations, Heads of Offices, Heads of Departments and Secretaries to Government with a view to eliciting from them their views, comments or other information concerning the basic issues. Effort was also made to obtain clarifications regarding apparent contradictions or anomalies noticed in their written replies or memoranda. It was also noted that some of the service associations had in their

replies and memoranda, made fantastic demands for the revision of pay-scales etc. Some of these had no co-relation with the realities of the situation or were contrary to their own submissions earlier in their replies to the questionnaire or memoranda of demands. Representatives of a few service associations had brought with them at the time of their evidence, their revised memoranda containing their demands. On the other hand representatives of some of the service associations who appeared for evidence offered to send revised or supplementary memoranda. Full use was made of the memoranda and other information which had been received before the conclusion of hearings or department-wise discussions.

15. The oral evidence tendered by the representatives of the service associations of the employees of various categories or individuals, as also by the Heads of Departments, Principal Heads of Offices and Secretaries to Government was recorded *verbatim*. Before the evidence of Service Associations, the Heads of Departments and the Principal Heads of Offices was recorded, detailed agenda notes containing the summary of replies to the questionnaire and demands made by various service associations of the employees of the departments concerned were prepared and placed before us by the office. The Heads of Departments and certain Principal Heads of Offices, etc. were also requested to acquaint themselves with the main demands of the various service associations and individuals relating to the offices, establishments and institutions under them. Similarly, before the evidence of the Secretaries to Government was recorded, they were supplied with copies of the summaries of the demands made by various service associations of the employees and individual employees, as also with the summaries of the recommendations and proposals of the Heads of Departments and Principal Heads of Offices, etc. in regard to those demands. In the very nature of things, the evidence of the Secretaries to Government could not possibly reflect the views of the Government. Most of the Secretaries only expressed their personal views in regard to the demands of the employees and the comments and recommendations thereon by the Heads of Departments and Principal Heads of Offices. In some cases, they did point out the existing anomalies or the demands which needed our special attention or consideration.

16. In the light of the voluminous evidence and other information gathered by us, we first took up for consideration the question of minimum living wage, minimum and maximum scales of pay and dearness allowance, and then considered the draft pay structures for various categories of employees. We also reviewed specific cases of anomalies, etc. which came up before us from time to time. In between, we took up for consideration various other matters which required discussion and formulation of our proposals. All this work kept us fully occupied during August, September, October and November, 1972.

17. The views and evidence of the Heads of Departments and Principal Heads of Offices and specially that of Secretaries to Government in the different departments was of considerable help to us in formulating our views and recommendations. Amongst the few non-officials who appeared to give evidence, the Commission would particularly like to mention Sarvasri Kailash Prakash, M.I.C., Ram Naresh, M. L. A., Maheshwar Pandey and H. K. Awasthi, M.I.C., who appeared before the Commission and gave valuable suggestions.

NOTE—The evidence which was tendered before us is voluminous. The *verbatim* reports as also the typed material of evidence runs into hundreds of pages. The full record of evidence will be available in the Commission's Office, but in order to ensure that our report does not become unnecessarily bulky and voluminous, we have refrained from reproducing the same.

## CHAPTER III

### HISTORICAL SURVEY OF THE EXISTING PAY STRUCTURE AND EMOLUMENTS

The structure of services, pay-scales and emoluments, which obtains at present in the State, is substantially the same as was evolved on the recommendations of the Pay Rationalization Committee, 1965. Prior to this, the system of pay, emoluments and other conditions were a legacy of the British rule. The pay structure of employees in a particular period is the result of several factors existing at the time when evaluation in this regard is made, e.g., the prevailing economic conditions, the price structure of essential consumer goods, the minimum salary on which a normal family may be expected to live with reasonable comfort, the capacity of the employer to pay for the services, availability of requisite talent in open market, efforts to keep the senior incumbents and superior services satisfied with respect to their emoluments *vis-a-vis* their job content, etc., as also horizontal relativities of the different services and vertical relativities of various posts in a service. The question of revision of scales of pay of Government employees has been considered in the past by various bodies from time to time. The first systematic attempt in this State for the revision of salary structures of some of the subordinate services was undertaken in 1910 by a Committee presided over by Mr. H. W. Pike, I.C.S. This Committee made detailed calculations on the basis of the family budget data and observed that the minimum budget of family consisting of two adults and a child was Rs.285 per annum at the prices prevailing in March, 1911. This Committee also examined the question of special allowances on account of dearness of goods prices in the district of Dehra Dun and other hill districts and recommended certain allowances, graded on the basis of salary, for dearness of food prices in certain specific areas in the form of cost of living allowance. It also examined the question of house rents paid in certain towns like Lucknow, Kanpur, Agra, Allahabad and Meerut, and came to the conclusion that houses which could be occupied by lower paid staff, were more expensive than could be reasonably met out of their salary and, therefore, recommended a house rent allowance varying from Re.1 to Rs.3-8-0 per month for these cities for employees who were on a minimum pay of Rs.25 per month. The recommendations of the Committee were, by and large, accepted by the State Government.

2. The aftermath of the First World War was felt by the low-paid Government employees who were put to serious financial difficulties. The recommendations of the Pike Committee thus, became obsolete with the changed economic conditions. The matter engaged the attention of the State Government and in the year 1919, the Government appointed Mr. G. A. Silberrad and Mr. C. H. B. Kendall as Officers on Special Duty for the purpose of revising salaries of the State Government servants in the ministerial establishment. Mr. Silberrad proposed—

(1) a permanent increase in pay calculated on the basis of a normal range of prices after eliminating the effects produced on these by war conditions, and

(2) a temporary increase in pay on a sliding scale, designed to allow for the difference between the then existing price level and the normal price level to be known as 'high prices allowance'. This allowance later came to be known as 'dearness allowance'. The temporary increase in pay applied equally to all Government servants, but there were differences in the manner of its calculation based on salaries.

There were points of difference in that line of approach and the Finance Committee, Uttar Pradesh, which did not quite agree in principle to the 'high prices allowance' suggested by Mr. Silberrad, recommended that—

(a) the minimum pay on which a clerk could live in decency was Rs.20 per month and that no clerk should receive less than that, and

(b) subject to that minimum, the pay-scales were to be suitably adjusted in order to eliminate the price allowance in the case of higher grade clerks and rounding of all figures in multiples of five as far as possible.

This committee recommended that the new salary in every case should be the total of permanent increase as proposed by Mr. Silberrad plus the 'high prices allowance', as then calculated, and that in other respects, and subject to alterations consequential on the recommendations mentioned above, Mr. Silberrad's Scheme was accepted by Government. The Lt. Governor, while accepting the recommendation of the Finance Committee, observed that every subordinate Government servant should receive, once and for all, salary sufficient even with prices prevailing in those days 'to enable him to live in decency and comfort and sufficient to put him beyond the pressure of debt or actual want, which were troubles to which a good many of Government servants were subjected even in those days.

3. The next revision of scales was occasioned by the great economic depression of the 1930s, and in its wake it became necessary to revise the prevailing pay structure as a result of which certain pay-scales were not only down-graded but certain drastic cuts were also made. Consequently, a conference of representatives of the Central and Provincial Governments was held at Simla in May, 1931, to consider certain very important administrative questions. This Conference appointed a sub-committee primarily to consider the following matters—

(i) whether there should be a percentage reduction in the present scales of pay, or, whether the scales for future entrants should be refixed, and

(ii) what should be the basis on which the new scales of pay should be fixed.

The Sub-Committee recommended that scales for future entrants only should be refixed, and that the basic pay to be given to future Indian entrants to the Indian Civil Service should serve as a suitable criterion for fixing the pay of new recruits in other services also. It recommended certain slightly lower scales for those entrants with a starting salary of Rs.375 and that the posts of Commissioners of Divisions, could be in the scale of Rs.2,000–100–2,400 and those of Members of the Boards of Revenue and other similar posts in that of Rs.2,500–125–2,750. No basic change in the pay of future Indian entrants to the Indian Police Service was made at lower stages but the Deputy Inspector General and Inspector General of Police, were recommended the scales of Rs.1,350–50–1,500 and Rs.1,750–125–2,350, respectively.

Those recommendations of the Sub-Committee are not very important now in the present context, but it recommended the scale of Rs.300–1,000 for Class I services and Rs.300–600 for Class II services. It was however, recognised by the Sub-Committee that there were some technical services, where a little higher start than the minimum of the scales for other ancillary services, might be necessary. In regard to the Selection Grade, the general feeling was against it, but it was agreed that there might be Selection Grades, provided that, in fixing the strength of the Selection Grade of each Service, the number of selection posts above the ordinary time-scale, e.g. Superintending Engineer, Conservator of Forests etc., was taken into consideration. The Provincial Civil Service and the Provincial Police Service were regarded by the Committee as more important than Class II Services, but less important than Class I of the Services mentioned above, and, therefore, they expressed the view that Local Governments, when they fixed their pay scales, should give due regard to that consideration. It recommended for heads of departments, who had intermediate controlling officers under them e.g. Chief Engineers, Chief Conservator of Forests, a scale of Rs.1,600–100–2,000 and for other heads of departments a scale of Rs.1,450–75–1,750. Other selection posts were to be in the scale of Rs.1,250–50–1,500. Government had taken action on the lines suggested by the Sub-Committee and for the services under the Rule-making control of the State Government, the scale of pay were, by and large, revised and lowered down.

4. In the meantime, the political scene underwent a radical change on assumption of office by the Congress Ministry headed by Pt. G. B. Pant in 1937. The Government, then appointed a Committee under the Chairmanship of Dr. K. N. Katju, the then Minister of Justice, for examining the question of reducing the scales of pay and revising the scales of remuneration for inferior and other low-paid Government servants. The Katju Committee expressed the view that the factors of actual cost of supporting an average family, should form the basis of the minimum wage and taking that as the basis, they suggested a



minimum salary of Rs.10 per month with suitable increments to Rs.14 per month. However, they realised that low-paid officials could not fall under one category and that it was necessary to make several categories for purposes of fixing their emoluments, and, therefore, suggested five categories of them. The Katju Committee also recommended a "Dearness Living Allowance" or a "Cost of Living Allowance" of Rs.2 for the towns of Lucknow, Allahabad, Kanpur, Naini Tal and Mussoorie ; while for 19 other towns and at some District Headquarters they recommended an allowance of Re.1 per month for lower categories of employees.

5. In 1939 began the Second World War which unleashed forces of inflation. The prices began to rise rapidly towards the end of 1941 and this trend continued unabated even after the end of the War in 1946. The aftermath of the war had very serious repercussions on the economy of the country, with the result the pay-scales determined in 1930s became inadequate in the changed economic conditions. This matter engaged the attention of the State Government and a Pay Committee under the Chairmanship of the then Education and Finance Minister, Dr. Sampurnanand was appointed in 1947 to review the pay structure of the State Government servants. The object with which this Committee was appointed was set forth by Dr. Sampurnanand in the State Legislature on July 16, 1947, in the following words :

Salaries with their numerous gradations bear very little relation to capacity or responsibility. Where an attempt is made to equate these intangibles with money, it fails miserably. The only solution lies in trying to work up to the golden maxim of Karl Marx "From each according to his capacity, to each according to his needs". Obviously, this requires a new orientation of our thought and a new socio-economic ordering of society in which snobbish class distinctions shall have ceased to exist and exploitation of man by man rendered an impossibility. Our province with its robust radical traditions should take a lead in ushering in that change. Till it comes, however, we can only attempt to remove serious defects and introduce some elements of reason into what might well be called a riotous situation. We should have liked to undertake a whole-scale revision of scales of pay, but obviously this required much thought. The services are inter-related; one has to see that any one branch of service does not become monetarily so attractive as to starve other branches of talent ; the finances of the province have to be considered and we have to determine the repercussion of our decisions on essential non-Government services.

The Pay Committee did not lay down any guideline for fabricating the pay-scales or for substantiating adjustments in the pay structure in the future. The pay-scales of 1947 did not remain adequate for long and had to be augmented on a number of occasions. According to information available, pay-scales numbering about 130 in respect of 166 categories of posts were revised between 1956 and 1960 and from April, 1960 and until the appointment of the Uttar Pradesh Pay Rationalization Committee in July, 1964, about 66 scales of pay involving 96 categories of posts were raised. Certain new scales were also prescribed on account of creation of new types of posts.

6. Besides the upward revision of pay-scales, the Government have also been raising even though only slightly, the emoluments of most of the lower categories of employees in order to provide a cushion against the stresses and strains of the continuously rising price level, which appears to be the result of continuously developing economy of the country and the State. Besides, dearness allowances for various categories of Government servants had been sanctioned as many as five times between 1947 and 1965. The quantum of such modifications created a situation where, in the subordinate grades, the tail became larger than the dog itself. The result was the appointment in July, 1964, of a Committee headed by Sri B. Mukerji, retired Judge of the Allahabad High Court, to consider the structure of emoluments of the State Government employees (excluding the non-gazetted Police personnel) and to recommend changes, if any, which should be made therein with a view to reducing multiplicity of scales of pay, effecting rationalization and ensuring as far as possible equal emoluments for identical nature of duties and responsibilities. It was also called upon to examine the desirability or otherwise of continuing special pays which were recommended by the earlier Pay Committee as additional remuneration to be given to the employees in lieu of pay. The Committee was further required to examine and suggest the extent to which amenities and other benefits such as medical aid-retirement and extraordinary pension benefits,



housing, educational facilities, etc. should be provided for increasing the efficiency of Government employees at all levels.

7. After detailed deliberations, the Pay Rationalisation Committee made a number of observations and recommendations. Some of the important ones, having a bearing on salaries, dearness allowance, special pays, etc. which were within the purview of this Commission also are as follows :

(1) The minimum needs of a family of  $2\frac{1}{2}$  units only were taken into account in fabricating the basic wage.

(2) The broad principle adopted for rationalization was ensuring, as far as possible, equal emoluments for identical nature of duties and responsibilities.

(3) The number of pay-scales was reduced from 343 to 52 (although it later transpired that some scales of pay were left out from being considered by the Committee on account of various reasons).

(4) Several posts carrying fixed rates of pay were given regular time scales.

(5) Efficiency bars were introduced in all time-scales at five-yearly intervals.

(6) The pay of Government servants in the new scales recommended by the Committee was proposed to be fixed at a stage next above his emoluments at that time.

(7) Interim relief already in existence was to cease when the new scales of pay and the dearness allowance came into operation.

(8) Every employee was given option to elect the new scale either from the date of its introduction, namely April 1, 1965, or from the date of his next increment in his old scale.

(9) The pay of an employee, whether permanent or temporary, on promotion to a higher post was first to be increased by one increment in the lower scale and then fixed in the higher scale at the next above stage, except in the cases where promotion was from one Class I post to another Class I post.

(10) Rates of dearness allowance were revised and Rs.15 up to pay of Rs.99, Rs.25 on pay between Rs.100 and Rs.299, Rs.35 on pay between Rs.300 and Rs.1,000 and the amount by which pay fell short of Rs.1,035 on pay between Rs.1,001 and Rs.1,034 were recommended.

The Government, however, sanctioned the dearness allowance up to the pay of Rs.900 with marginal adjustment.

(11) Post-graduate pays were to continue under uniform conditions.

(12) City Compensatory Allowance at the rate of 5 per cent of pay subject to a maximum of Rs.10 was allowed to all whole-time Government servants drawing pay up to Rs.299 in cities which had a population of four lakhs and above. The Government while accepting the recommendation raised the maximum pay-limit to Rs.500 per month.

(13) A Higher Altitude Allowance at 5 per cent of pay, subject to a minimum of Rs.5 and maximum of Rs.30 per month, was allowed to all Government servants posted at places with an altitude of 5,000 feet or above, for four winter months only, i.e. from November to February. The Government sanctioned the higher altitude allowance at the above rates, only to those who were drawing pay Rs.900 per month or less.

(14) The general pattern of classification of services was recommended as below :

Gazetted	.. Where the maximum of the post exceeded Rs. 900.	Class I
Gazetted	.. Where the maximum of the scale of the post did not exceed Rs. 900.	Class II
Non-Gazetted	.. Where the minimum of the scale of post was Rs. 100 or above (including teachers and paid apprentices even though their starting pay might be less than Rs. 100.)	Class III
Non-Gazetted	.. Remainder	Class IV.

8. The Government carefully considered the recommendations of Pay Rationalization Committee in respect of new scales of pay, method of fixation of pay, dearness allowance, city compensatory allowance, high altitude allowance, house rent allowance, travelling and daily allowances, educational and medical benefits, leave and pensionary benefits including family pension, provident fund and other amenities, and generally accepted them with slight modifications in their Resolution, dated July 29, 1965.

9. After issue of the orders for implementation of the aforesaid Government resolution, certain anomalies were noticed in the said Report and these anomalies gave rise to some discontentment among different categories of Government servants with the result that demands were voiced for their removal. An Anomalies Committee consisting of the Chief Secretary, the Finance Secretary and the Planning Secretary was, thereupon, set up by the Government to examine and report on them and to make specific suggestions for removing the same. The report of the Anomalies Committee was examined by a sub-Committee of the Cabinet, and on finalization of the necessary recommendations, the Government under their Resolution, dated February 28, 1966, made certain modifications in their decisions contained in the earlier Resolution, dated July 29, 1965. These modifications too were made effective from April 1, 1965. Some of the important points decided were as follows :

(1) there was to be no revision of scales of pay of posts which had a starting salary of Rs.1,000 or more in their existing scales of pay, but if any post had been created after July 29, 1965, in the scales of pay recommended by the Uttar Pradesh Pay Rationalization Committee and in which the initial of the scale was Rs.1,000 or more per mensem, the same was not to be extended beyond February 28, 1966 and if any orders for its extension beyond the said date had already issued, they were to be deemed to have been cancelled and fresh orders regarding the creation of such posts in appropriate scales of pay were to be issued ;

(2) where the then existing emoluments (as defined in Chapter XXII of the Uttar Pradesh Pay Rationalization Committee Report) of a Government servant came to Rs.1,000 or more per mensem on the date from which he elected the new scale of pay, he was to continue to draw those emoluments even in his new scale, but in case there was no stage in the new scale corresponding to his 'emoluments' his pay was to be fixed at the stage next above those emoluments ;

(3) the leave and retirement benefits which were sanctioned as a result of the acceptance of the recommendations made by the Uttar Pradesh Pay Rationalization Committee were to be allowed to all Government servants irrespective of whether they continued in their then existing scales of pay or elected the new scales of pay, and

(4) the temporary employees in Government service on July 29, 1965, were eligible for confirmation in the old scales of pay even if they did not opt the new scales of pay, provided they possessed the minimum qualifications prescribed for recruitment to the posts on which they were to be confirmed. There was no revision of scales of pay which had a starting salary of Rs.1,000 or more, as stipulated in item (1) above, but the Government created new scales of pay with a starting salary of Rs.1,000 or more for a few posts, as necessity arose from time to time.

10. The prices of essential commodities have been rising and the cost of living has more or less doubled during the last decade and the price increase has been particularly marked in the recent years. The employees apprehending that the prices were not going to stabilise at any level, have been pressing the Central and the State Governments for early solution of their problems relating to pay scales and dearness allowance, etc. by suitable upward revision. In April, 1970, the Government of India appointed the Third Central Pay Commission to revise the pay structure, etc. of Central Government employees.

11. It was in this context that the Uttar Pradesh State Government considering it as their duty to be alive towards the timely and prompt solution of the problems of their employees, decided to set up this Pay Commission, with terms of reference, discussed in Chapter I.

## CHAPTER IV

### ECONOMIC CONDITION OF THE STATE

Uttar Pradesh is the most populous State of the country having 16.1 per cent of the country's total population. It ranks fourth in area, possessing 9.1 per cent of the total geographical area of the country. According to 1971 census, 86 per cent of the people of the State live in rural areas. Agriculture employs 84.6 per cent of the rural labour force and is the mainstay of the people of this State.

2. The population of the State in 1971 was about 884 lakhs out of a population of 5,474 lakhs for the country as a whole. The density of population in Uttar Pradesh is 300 as against 182 per sq. kms. for the country, as a whole. Although there has been a continuous rise in the population of the State, as well as the country, since the beginning of the present century, the growth rate of population in U. P., was lower than that for the country as a whole. During the last decade the population of the State increased from 737 lakhs in 1961 to 884 lakhs by 1971 with an annual rate of population growth of 1.8 per cent as against 2.2 per cent for the country. During the same period the urban population increased from 95 lakhs to 124 lakhs and the proportion of urban population to the State population increased from 12.9 per cent to 14 per cent. In case, the population growth rate in the urban sector is assumed to be more or less the same, as in the rural sector of the State it is estimated that there has been a diversion of about one million people from rural areas to the urban areas during the last 10 years. If the present trend of population growth in the State continued in future, the State population will be of the order of 1,020 lakhs by the end of Fifth Plan.

3. The economy of this State, is predominantly agricultural and agriculture, including animal husbandry, accounts for about 58 per cent of the total State income. The contribution of agriculture and allied sectors to the State income was 60.9 per cent in 1960-61, which at 1960-61 constant prices decreased to 57.8 per cent in 1970-71, while the share of the industrial sector increased from 10.2 per cent in 1960-61 to 11.1 per cent in 1970-71. During the same period, the share of the commerce, transport and communications also increased from 12.3 to 13.8 per cent and that of other services from 16.6 to 17.3 per cent. Thus there has been some shift from the agricultural sector to the industrial and other sectors, but agriculture still continues to dominate. The total income generated in the State in the year 1970-71, was Rs.2,382 crores at 1960-61 price level as against an income of Rs.1,799 crores in 1960-61. This represents an increase of 32 per cent in the State income during the last 10 years. Although the total income in agriculture and industrial sectors during this period also increased by 25 per cent and 44 per cent respectively, the rate of growth of the State's economy is somewhat lower than what has been observed for the country as a whole. The following table gives the rates of growth in India and Uttar Pradesh :

*Rate of growth in India and U. P. (per cent per annum)*

Period	Total	Income	Per Capita Income	
	India	U.P.	India	U.P.
I Plan .. .. .	3.4	1.9	1.6	0.5
II Plan .. .. .	4.0	1.8	1.8	0.2
III Plan .. .. .	2.5	2.1	0.3	0.1
Three Annual Plans ..	4.3	2.7	2.1	1.5
IV Plan (First two years only) ..	4.9	4.9	2.6	3.1

As is revealed from the above table, the average annual growth rates of the State economy during the First and Second Plans was 1.9 and 1.8 per cent respectively and increased to 2.1 per cent during the Third Plan, 2.7 per cent

during the Three Annual Plans and 4.9 per cent during the first two years of the Fourth Plan. Thus only in the first two years of the Fourth Plan, the growth rate in U. P. was at the level of the National average and more than double the State growth till the end of Third Plan. The growth when judged in terms of *per capita* income was substantively lower in the State as compared to the country till the beginning of the Fourth Plan. The gap in the *per capita* income of the State widened, because of lower growth rates in U. P. during the first 18 years of the Planning era and the relative higher rise in population. On the other hand, the *per capita* annual growth of State economy during the first two years of the Fourth Plan was 3.1 per cent, as against 2.6 per cent growth in the National economy, largely due to relatively lower population growth rate in the State.

4. The prosperity of the State depends largely on irrigation because the State economy is predominantly agricultural. The introduction of high yielding varieties of seeds and use of chemical fertilizers, has made it all the more necessary to ensure adequate irrigation facilities at short intervals. The total irrigation potential of State works increased from 30.35 lakh hectares in 1950-51 to 54.46 lakh hectares by the end of 1968-69. Like-wise the potential of private minor irrigation works which is an important source of irrigation in this State, increased from 14.44 lakh hectares in 1951 to 35.37 lakh hectares by 1968-69. Thus the total irrigation potential at the end of 1968-69 stood at 89.83 lakh hectares, but the actual area irrigated was only 65.32 lakh hectares. As the total cropped area was 222 lakh hectares in 1969-70, there is hunger for additional irrigation specially in the context of high yielding varieties and recurring droughts.

5. During the last two decades (1950-51 to 1969-70) the net area sown has gradually increased from 156.1 to 168.6 lakh hectares and the gross cropped area has increased from 192.6 to 221.7 lakh hectares. The area under Kharif cereals increased from 74.8 to 83.6 lakh hectares and under Rabi cereals increased from 52.6 to 69.3 lakh hectares but the area under pulses declined from 43.5 to 39.6 lakh hectares. In 1964-65, the food production was 152.47 lakh tonnes, a record production registering a rise of 30 per cent over 1950-51 production and about 26.5 per cent over 1955-56 figures, but the production came down during the subsequent two years due to severe drought conditions. While the agricultural production of non-food crops fluctuated from year to year depending on weather, the production of food crops has shown a promising trend after the two severe drought years 1965-66 and 1966-67 as would be seen from the following figures :

Years	(000 metric tonnes)			
	Food production	Oil-seeds	Potato	Sugar-cane
1	2	3	4	5
1967-68	16673	1584	1462	29998
1968-69	16041	1467	1632	50543
1969-70	17413	1645	1249	60679
1970-71	19465	1852	1627	54672
1971-72	18000	1747	1627	48670

6. Although high yielding varieties have been introduced in large areas and minor irrigation programme has been given due priority during the last few years, the yield rates particularly of rice, maize and sugarcane in the State are lower than most of the other States. The per hectare yield of pulses in the State during 1970-71 was higher than any other State of the country and that of potato and wheat was almost at par with the All-India average. The reasons generally responsible for the low yield per hectare in the State are :

(a) About 77 per cent of the cultivators have holdings of less than 5 acres due to which improved agricultural practices are not being adopted by them fully.

(b) Agriculture research is not keeping pace with the requirements of the field as is evident from the fact that the green revolution is mostly limited to wheat and benefits of research in other crops could not be extended to the field to an appreciable degree.

(c) Full utilisation has not been made of the irrigation potential created and new agriculture technology developed.

(d) Chemical fertilisers have not been made available to the growers in adequate quantities.

(e) The administrative and technical support for the programmes is rather inadequate.

7. The development of power resources is of prime importance for the development of industries and agriculture. The investments in this sector during the First and the Second Plans were extremely poor because of inadequate Plan outlays with the result that during this decade the installed power capacity increased only from 179 M.W. to 370 M.W. The Third Plan provided for a substantial power programme to stimulate the economic growth of the State. This policy continued during the Three Annual Plans and the Fourth Plan period with the result that the installed capacity increased from 370 M. W. in 1961 to 1434 M. W. at the end of 1970-71 and 1972 M. W. at the end of 1971-72 representing an annual growth rate of about 15 per cent during the decade 1961-71. The consumption of electric power in industries and for purposes of irrigation and domestic use, particularly in the rural areas, has increased considerably. The total number of villages electrified till 1970-71 was 20,710. There was considerable improvement in energisation of private tube-wells and State tube-wells. In spite of an appreciable increase in power generation and consumption during the last 8-10 years, the State is not able to meet the full requirements of agriculture and industry and there is acute shortage of power in the State as also in the whole of North Zone. The position of the State both in terms of *per capita* electricity produced and consumed, does not compare favourably with the average for the country. The *per capita* annual electricity consumption in the State was only about 58 units in 1970-71 as against an All-India average of 90 units and much higher levels of consumption in the State like Maharashtra, Punjab, Gujrat, West Bengal, Tamil Nadu and Mysore.

8. This State does not still occupy a prominent place in the matter of industrial development in the country sharing only about 7 per cent of the income originating at the national level in the industrial sector. The contribution of the industrial sector to the total State income in 1970-71 was about 11 per cent as against the all-India figure of 23 per cent. Here it may be mentioned that a large part of the industrial activity in the State is confined to small scale and village industries and the output of this sector comprises about 65 per cent of the entire industrial output as compared to the All-India average of 40 per cent. As regards employment, the unorganised sector of the industries, provides about 85 per cent of the total industrial employment in U. P. as compared to corresponding all-India figure of 78 per cent. These industries are mostly confined to the rural areas of the State, and Uttar Pradesh ranks third after Punjab and Maharashtra in this respect. In the sphere of organised sector, the State Government, with its limited resources and the comparatively small allocation for industries in the State sector, could not take any sizeable programme of industrialization during the Ist and IInd Plan period and depended on the initiative of the private sector and on the establishment of industries under public sector by the Government of India. In the State sector, only two major industries, viz. (i) Government Cement Factory, Churk and (ii) Precision Instruments Factory, Lucknow, in the first Plan and three Co-operative, and one Joint Stock Sugar factories in the Second Plan, were established. The total expenditure during the first and the second Plans was only Rs.7.21 crores. From the Third Plan onward, the State has been making increasing efforts to accelerate the industrial growth in the State inspite of initial handicap like non-availability of basic raw materials (iron, steel and crude oil), distance from ports and low central and private investments. Uttar Pradesh ranks fifth amongst the States in the matter of number of units persons employed and productions in the organised sector, where there were 1,434 industrial unit in 1956, employing 2.04 lakh persons with a total production of Rs.200 crores. In 1969, there were over 3,500 units employing 2.72 lakh persons with a total production of about

Rs.700 crores. The trend of production in some selected industries during the last 20 years is as follows :

			1951	1960	1970
Sugar (000 MT)	..	..	6,03	12,35	16,35
Vanaspati (000 quintal)	..	..	Not-available	5,95	10,08
Cotton Cloth .. (lakh meters).	..	..	28,30	33,97	25,34
Yarn (M.T.) ..	..	..	49,900	61,844	73,032
Cement (000 M.T.)	..	..	Not-available	236.5	253.5
Paper and paper board (M.T.)	..	..	6,024	24,583	31,984

It would be seen from the above table that the production of Vanaspati increased by 69 per cent and that of sugar by over 32 per cent during 10 years ending 1970. The production of cotton yarn, cement and paper and paper board also increased by about 18.7 and 30 per cent respectively during the corresponding period. A number of Central projects were sanctioned during the Third Plan, three Annual Plans and the Fourth Plan periods and a number of other Central projects are on the anvil. Antibiotics Factory, Rishikesh ; Heavy Electricals, Hardwar ; Diesel Locomotive Works, Varanasi ; Fertiliser Factory, Gorakhpur ; Freezed Meat Plant, Tundla ; Triveni Structural, Naini ; Bakery Plant, Kanpur and the development of the Singrauli coalfield, with an investment of about Rs.157 crores have already gone into production. A number of projects like Bharat Pumps and Compressors, Naini ; Indian Telephones Industries, Naini ; H.A.L. Air Craft Accessories, Lucknow ; Bharat Electronics, Ghaziabad, and Alloy Steel Factory, Kanpur, involving an investment of about Rs.86 crores, are in various stages of establishment.

9. In spite of all that has been done so far, a vast majority of the people in the State continue to subsist at poverty level. Their poverty becomes all the more striking when their levels of expenditure are compared with others. In 1967-68, about 50 per cent of the population in the State falling in the lower levels of expenditure accounted for less than 32 per cent of the total consumer expenditure whereas 20 per cent of the population at the top, from the point of view of consumer expenditure, accounted for more than 37.5 to 38 per cent in the rural areas and 41.7 per cent in the urban areas. Indeed, the position of the poorest among the poor was all the more disturbing, as 10 per cent of the people in the lowest strata of society had to be content with only 3.4 per cent of the total consumer expenditure.

#### PRICES

10. During the last two decades, prices of both agricultural as well as industrial commodities have risen. In respect of Agricultural commodities, the wholesale prices at the end of the decade 1951-61, remained almost at the same level-rather slightly lower than that prevailing during the first year of that decade. From 1961-62, there was a continuous rise till 1967-68, the price level rising by 165 per cent over 1961-62. After declining by 28 per cent in 1970-71 prices started looking up. The Agricultural whole-sale price index (1960-61=100) during 1971-72 stood at 201.6. During 1972, the whole-sale prices of agricultural commodities registered a steep rise up to September, 1972, when the index reached the level of 275.9. It showed a slight fall during October-November, 1972. During April, 1972 to November, 1972, average index of agricultural wholesale prices was 249.2, which was 28.4 per cent higher than the index for the corresponding months of the previous year.

11. The industrial wholesale prices have also shown a similar trend, with the difference that these prices started rising after 1956, the price level during 1968 being 183 per cent higher than that prevailing during 1952. After showing a 20 per cent decline in 1970 they have again started rising. The industrial wholesale price index during 1971-72 was 188.0 (1960-61=100). During April, 1972 to October, 1972, it has increased further to a level of 263.6. Average price index for eight months ending November, 1972, stood at 238.9, being 32.5 per cent higher than the index for the corresponding period of the previous year.

## CHAPTER V

### MINIMUM LIVING WAGE

Our terms of reference require that we consider the existing pay structures and the emoluments of the employees of the State Government and to recommend revision, if necessary, with a view to determining a minimum living wage for low-paid employees, after taking into consideration, along with other things, the economic condition of the State and the existing price level. Similar recommendations are required in respect of the employees of the Zila Parishads, Town Area and Notified Area Committees, Municipalities and Municipal Corporations and the teaching and non-teaching employees of primary and Junior High Schools, Government aided Higher Secondary Schools, Intermediate Colleges, Degree Colleges, Post-graduate Colleges, Universities and Engineering and Technical Institutions. Subsequently, similar recommendations have been asked for in respect of the employees of the Uttar Pradesh Road Transport Corporation, Board of Indian and Unani Systems of Medicine, Homeopathic Board and aided Ayurvedic and Unani Medical Colleges and Associated Hospitals.

2. For determining a minimum living wage, we have to give consideration to (a) the economic condition of the State, (b) the existing price level, and (c) other relevant factors.

3. In this connexion it has been represented before us by the Federation of Class IV employees and its constituent units that the minimum emoluments be fixed at Rs.250 per month. They have argued that in fixing the minimum emoluments we should take into account the standard laid down for industrial workers by the 15th Indian Labour Conference, 1957 as given below :

(i) In calculating the minimum wage, the standard working Class family should be taken to consist of three consumption units for one earner ; the earnings of women, children and adolescents should be disregarded.

(ii) Minimum food requirements should be calculated on the basis of a net intake of 2,700 calories, as recommended by Dr. Aykroyd for an average Indian Adult of moderate activity.

(iii) Clothing requirements should be estimated at a *per capita* consumption of 18 yards per annum which would give for the average worker's family of four, a total of 72 yards.

(iv) In respect of housing, the norms should be the minimum rent charged by Government in any area for houses provided under the Subsidised Industrial Housing Scheme for low-income groups.

(v) Fuel, lighting and other 'miscellaneous' items of expenditure should constitute 20 per cent of the total minimum wage.

4. The conference had based these norms on the assumption that the minimum wage ought to be need-based. It had, therefore, recognised that there might be difficulties in implementing these recommendations and suggested that wherever "the minimum wage fixed went below the above norms, it would be incumbent on the authorities concerned to justify the circumstances which prevented them from adherence to the norms laid down." It implies that the burden of proof of circumstances under which an employer may not be in a position to pay such minimum wage does not fall on the employees.

5. As against the above contention, it was argued by Sri P. C. Jain, Special Secretary, Finance Department that the minimum age for recruitment of Class IV employees is 18 years and normally a man is not married at this age and if he is married, he is not likely to have a child and thus he was of the view that 2½ consumption units should be taken for an average Class IV employee. He also emphasized that the pay-scale of the lowest paid Government employee depends on many considerations such as economic, political, social and also fiscal. He also expressed the view that taking into consideration the development schemes, there is only a marginal scope within the present resources of the State Government to consider upward revision of pay-scales of the Government employees.



The Finance Department of the State Government have also in a note sent to us subsequently, expressed similar views. According to them the State Government have already made every possible effort to raise additional resources. The old sources of raising resources have been sufficiently exhausted and are not expected to yield any further additional income. The taxes which directly hit the general public, such as Entertainment Tax, Electricity Duty etc. are not likely to yield any appreciable additional income, inasmuch as they have almost reached the saturation point. The State Government by imposing Development Levy on land have taken a new step in this direction in the country and any substantial increase in the taxes arising out of agriculture, is also not expected. Hence if the recommendations of the Pay Commission adversely affect the resource position of the State, the likely result will be that the State would be able to spend less on developmental activities and the pace of development of the State would be retarded.

6. Sri Tribhuan Prasad Tewary, Secretary, Planning emphasised that in considering the emoluments of Government employees and others, we should give particular attention to the resources required for the implementation of the State Five-Year Plan. His contention was that the capacity of the State Government does not permit a minimum wage of more than Rs.112.50 per month. He was also of the view that "(i) the State Government is already facing difficulty in mobilizing resources for the State Five-Year Plans, and any additional emoluments to be paid to Government and other such employees would accentuate this problem further; (ii) a considerable section of the people of the State are at present below the poverty line and have a much lower standard of living than the bulk of the lowest paid Government employees; (iii) relatively speaking, the case of the lowest paid Government employees for any higher emoluments is generally weak, and (iv) any increase in emoluments would result in further rise in prices. The Revenue Secretary also expressed more or less the same views, and suggested a minimum wage of Rs.150 p.m. The Chief Secretary, Government of Uttar Pradesh in his evidence also suggested that the minimum emoluments of a Government employee at the current price level may be Rs.150 per month. The Director of Medical and Health Services, U. P., suggested a minimum living wage of Rs.170 per month for a Class IV employee.

#### *Present Position*

7. On the recommendation of the U. P. Pay Rationalization Committee, the State Government are giving most of its Class IV employees with effect from April 1, 1965 a pay-scale of Rs.55-1-75. The actual aggregate emoluments at the minimum of the scale, however, currently amount to Rs.140, comprising Rs.55 as basic pay, Rs.56 as dearness allowance and Rs.29 as the total interim relief so far sanctioned. Subsequent to the recommendations of the Pay Rationalization Committee, however, two other scales (viz. Rs.30-1-50 and 40-1-64) were also introduced. In addition, certain lower scales that were obtaining before the recommendation of the Pay Rationalization Committee, have also been continuing. All these are given in the table at Appendix 'XXV'. A perusal of the table indicates that strictly speaking, the lowest pay of Class IV Government employee (Beldars of Public Works Department) at present, including dearness allowance and the total interim relief, is only Rs.115 per month.

8. Table II in the appendix summarises the minimum pay-scales and emoluments prevailing in other States. This indicates that the emoluments at the minimum of the pay scales at the end of June 1972, varied in different States from Rs.133 in Uttar Pradesh to Rs.163 in Punjab and Maharashtra. In comparison a Central Government Class IV employee was in receipt of Rs.163 at the minimum of his scale of pay including dearness allowance and interim relief. The table reveals that variations in the minimum emoluments in different States are not necessarily related to their economic conditions. A State like Assam, which is one of the poorest, pays more or less the same as Gujarat, which is one of the richest. Further, the minimum emoluments are higher in Bihar, which is relatively economically backward, than West Bengal or Mysore.

#### *Minimum Living Wage*

9. Since our recommendations regarding the pay structure are to be based among other things, on the consideration of "Minimum Living Wage", we have to examine the concept and principle for the fixation of "Minimum Living Wage."



10. In this context we must state that the Pay Rationalization Committee was not seized of this matter and hence determination of the minimum emoluments for Government employees by it was not governed by the concept of principle of minimum living wage. Tracing is back we find that this concept was given by the Uttar Pradesh Labour Enquiry Committee, 1946-48. This Committee after having examined four levels of living for determination of minimum wage, namely (a) poverty level, (b) minimum subsistence level, (c) subsistence plus level, and (d) comfort level, came to the conclusion that in fixing basic minimum wages, the subsistence plus level would be the socially desirable minimum basic standard of living. Wages based on this standard, the Committee called "the minimum living wage". It stated "The income in case of subsistence plus level is sufficient not only for physiological existence, but also for some elementary social necessities, Medical attention, car-fare (tram), insurance, a modicum recreation, bodily protection, an elementary education for the children and some self-improvement requiring expenditure can be had without the necessity of taking it out of food."

11. The Committee on Fair Wages, 1948, appointed by the Government of India, defined three levels of wages, namely 'living wage', 'fair wage', and minimum wage'. According to it :

1. The 'living wage' represents a standard of living which provides not merely for a bare physical subsistence, but for the maintenance of health and decency, a measure of frugal comfort and some insurance against the more important misfortunes.

2. The "minimum wage" must provide not merely for the bare sustenance of life but for the preservation of the efficiency of the worker by providing for some measure of education, medical requirements and amenities.

3. While, the lower limit of the 'fair wage' must obviously be the minimum wage, the upper limit is set by the capacity of industry to pay. Between these two limits, the actual wages will depend on—

- (i) the productivity of labour ;
- (ii) the prevailing rates of wages ;
- (iii) the level of the national income and its distribution ; and
- (iv) the place of the industry in the economy of the country.

12. It envisaged that while the lower limit for fair wage must obviously be the minimum wage, the upper limit, was set by an employer's capacity to pay. In the meantime the First and the Second Pay Commission appointed for the Central Government employees laid down certain principles for fixation of their emoluments. It was the report of the Second Pay Commission that brought the concept of "need based minimum wage" to the fore. The National Commission on Labour 1969, came to the following conclusion in the context of industrial workers :

"The need-based minimum wage and the wages at the higher levels of fair wage, may and can be introduced by convenient and just phasing, keeping in mind the extent of the capacity of the employer to pay the same. This has to be a pragmatic process which the wage-fixing authorities will have to keep in mind. In fixing the need-based minimum which is in the range of the lower level of fair wage, the capacity to pay will have to be taken into account. Every worker in organised industry has a claim to this minimum and the onus of proving that the industry does not have the capacity to pay it should lie on the employer."

13. As far as the statutory minimum wage fixed under the Minimum Wages Act, 1948, is concerned, such wage is obligatory on the employers to pay irrespective of their capacity to pay. Unfortunately, no criteria have been laid down for fixing such minimum wage whose coverage is largely for sweated industries where wages are extremely depressed. Consequently, wage standards fixed under the Minimum Wages Act, cannot be taken as a guide for fixing the lowest emoluments of Government employees. At present wages fixed under the Minimum Wages Act (Appendix 'XXVI') in Uttar Pradesh range from Rs.1.15 to Rs.3.85 per day.

These are, however, not very relevant for our purposes

14. There are then the minimum emoluments of organised workers in various industries fixed under different awards. Insofar as these take into account, the different circumstances of each industry, and its capacity to pay, it cannot be argued out logically that the minimum emoluments of a Government servant should be related to those of workers in the organized sector. Simultaneously, it has to be emphasized that unlike an industrial worker, a Government employee gets a time-scale, may enter service at a comparatively earlier age and enjoys several peripheral benefits, security of service, and status in society higher than a corresponding worker in the organized sector. At the other extreme is the argument that the lowest emoluments of Government employee should be related to the prevailing wages of the unskilled workers in the unorganized sector. Here it is ignored that the work-load and service conditions of a Class IV Government employee, even when unskilled, are different and more onerous than that of an unskilled worker in unorganized sector.

15. Apart from the Government employees, we have to make recommendation about the emoluments of employees of local bodies, Government-aided educational and technical institutions, and certain public-sector employees. Generally speaking, minimum emoluments of these employees are not at par with the State Government employees as would be seen from Appendix XXV, Table no. III. It has been represented to us by the representatives of these employees that there should be no disparity between their emoluments and the emoluments of the State Government employees. They have pleaded this on the principles of equal pay for equal work.

16. On the other hand, it has been pointed out to us that the principle of parity is not wholly valid in this context, since their service conditions and the methods of recruitment are different. In particular, non-Government employees are not generally subject to transfer (except those in Centralised Services of local bodies) like Government employees, and in many cases they can add to their earnings through other sources as well. It may be true that these employees enjoy certain differential advantages over Government employees, but they also suffer from certain handicaps in regard to security of their service, peripheral benefits, and even status. Whatever be the net result, the argument for different minimum emoluments for the lowest paid employees loses much of its force since minimum emoluments are not to be related to the employer's capacity to pay.

#### *Our Approach*

17. After considering the question of minimum living wage, in all its bearings, we have come to the conclusion that such wage should be linked to a minimum standard of living at which an employee may be able to discharge his duties with the efficiency that is expected from him. Unless the minimum living wage guarantees the efficiency norm of an employee, an employer cannot expect that a worker will be able to discharge his duties to his satisfaction. It follows from this that in fixing such minimum living wage, the question of capacity to pay should not arise. At the same time, it may be clarified that minimum living wage cannot be treated as equivalent to the need based minimum, which as pointed out by the National Labour Commission, would have to take into account, an employer's capacity to pay. On this pragmatic approach we have to decide the following—

- (a) minimum requirements of Class IV employees at the time of entry into service ;
- (b) size of an employee's family at the time of entry into service,
- (c) the base period with reference to whose prices pecuniary calculations be made, in the light of (a) and (b) above ; and
- (d) dearness allowance if any, for compensating a rise in the cost of living over the base period prices.

#### **(a) Minimum Requirements**

The basic requirements of a worker and his family are in respect of (i) food, (ii) clothing, and (iii) shelter. To these have to be added requirements for fuel, lighting, and other miscellaneous items. The 15th Indian National Labour Conference recommended that the minimum food requirements be taken at a net intake of 2,700 calories per day adult of moderate activity as recommended by Dr Akroyd, clothing requirements at a *per capita* consumption of 18 yards

per annum for housing the minimum rent charged by Government for houses provided under the subsidized Industrial Housing Scheme for low income groups, and 20 per cent for the total minimum wage be taken to constitute expenditure on the remaining necessary items. The Second Central Pay Commission based their recommendations on a diet of about 2,600 calories per day per adult, assuming that a Government employee is engaged in moderate activity. Dr. C. Gopalan, Director of National Institute of Nutrition, Indian Council of Medical Research advised the Bihar Pay Commission, recently that Class IV Government employees could be classed as sedentary workers and their calory requirement, in a majority of cases, would not exceed the figure of 2,400 calories per day.

(i) *Food*—We find that the Central Pay Commission and several other Commissions held that minimum wages for the lowest category should first seek to bring wages to the minimum nutrition level. What we also suggest is that in no case should any payment of wages go below the minimum nutrition level. In other words, the basic nutritional standards of life must be the starting point. They will, of course, change with changes in habits, in environment and in other conditions, and it should be possible to revise the standards as and when necessary.

The Indian Council of Medical Research recommended in 1959 that for an adult of low-income group of Uttar Pradesh and Punjab, 2,500 calories per day per adult would be adequate, and suggested, accordingly, a diet schedule for vegetarians and non-vegetarians separately. This, however, did not take into account the nature of activity of an adult and as such the requirements would be the same for the worker and his wife. We have also been advised by the Uttar Pradesh Medical Service Association about the minimum dietary requirements. They have recommended a calory intake of 2,635 per unit per day without clarifying whether it is for the adult unit or for each member of the family irrespective of age and sex. In such a situation, we consider it fit to adopt the diet schedule recommended by the Indian Council of Medical Research yielding a net intake of 2,500 calories. Since persons in Uttar Pradesh are generally vegetarian, we adopt the vegetarian diet schedule per adult per day, as recommended by the Indian Council of Medical Research and which is given below :

	Grams
Cereals	.. 425
Pulses	.. 85
Green Leafy Vegetables	.. 140
Other Vegetables	.. 115
Oil	.. 30
Jaggery	.. 55
Milk	.. 115
Fruits	.. 55

This is expected to provide all the nutrients well above the margin of safety and is estimated to provide 2,500 calories and 65 grams of protein.

While adopting the above diet schedule corresponding to 2,500 calories, the country's present output of food-stuffs has also not been overlooked. According to the Second Central Pay Commission, "there can be little meaning in drawing up a budget satisfying nutritional and other standards, and decreeing that the minimum wage should correspond to the total cost of that budget without considering whether the economy would be in a position to supply the goods and services postulated."

(ii) *Clothing*—We have accepted the norm from clothing requirement at 18 yards of cloth per unit, per annum, as recommended by the 15th Indian Labour Conference, 1957, and as demanded by the various associations of the employees before us.

(iii) *Housing*—For housing as well as we have accepted the norm as recommended by the 15th Indian Labour Conference. According to the information given in "subsidised Housing Scheme for Industrial workers issued by the Ministry of Works, Housing and Supply, Government of India, New Delhi, 1960", house-rent under the Scheme is stated to be Rs.14.50. We assume that there has been no change in this amount. Some of the Class IV Government

and other employees get even free accommodation or accommodation at 10 per cent of the basic pay wherever an employer has such accommodation to offer. In such cases rent actually paid by a Class IV employee is lower than the norm adopted by us. But in most cases such employees may be living in rented premises. Therefore, we have taken this amount into account for calculating the minimum living wage.

**(b) Size of the family at the time of entry into service**

According to the 15th Indian Labour Conference a standard working class family should be taken to consist of three adult consumption units. This may, however, be not necessarily true in the case of Class IV employees of the State Government and other auxiliary bodies with whom we are concerned and it would not strictly be true at the time of entry into service. On broad considerations it may be stated that an employee at the time of entry into service at the age of about 18 years may have at the most his wife and one child in his family. In consequence, his size of family may be taken to be only of 2.5 adult consumption units, a norm actually adopted by the Uttar Pradesh Pay Rationalization Committee. This norm was adopted by them on the basis of number of non-earning dependents per worker, as revealed by the census data of 1961. The data of 1971 census reveal that there are 2.5 non-working dependents per worker in the urban areas of the State as a whole. If this be true of Class IV employees as well for whom separate data are not available, the average size of family of such employees works out to 3.5 units. Since the average includes all those who have completed building their families and are in advanced age, it is obvious that at the time of entry into service, the average size of the family of an employee would be less than three adult consumption units. Even then, taking into account the possibility that several of these young employees may be supporting partly or wholly their old parents or other relations, and to give them a little cushion, we have assumed the average size of family of a Class IV employee at the time of entry into service as consisting of three adult consumption units. This is also in conformity with the norms proposed before us by most of the associations of Government employees.

**(c) Base Year**

The Uttar Pradesh Pay Rationalization Committee, 1964-65, took the price level of 1960-61, as a reference year for evolving the pay-structure of Government employees. They had assumed that the general price level would eventually stabilize at these prices. Actual experience has been to the contrary. We have given in the chapter on Dearness Allowance the changes in the All India Working Class Consumer's Price Indices (Base : 1949=100 and 1960=100) from time to time. These indicate that prices and cost of living have more or less doubled during the last 10-11 years and price increase has been particularly marked since the end of June 1971, and is still rising. It is now generally accepted that price levels are not likely to fall below the level of 1970-71. The National Labour Commission recommended from a practical view point that the dearness allowance be merged with basic wage at the base year of the revised series of Working Class Consumer Price Indices which will be constructed on the basis of family living surveys that were proposed to be conducted in 1969-70. In all probability, the base year for the revised consumer price indices would be 1970-71. Recently the Bihar Pay Commission also adopted the year 1970-71 for determining the pay structure of their employees. We, therefore, decided that the base year for our calculations should be 1970-71. Monthly price data for each year are available from the Director of Economic Intelligence and Statistics of the Uttar Pradesh Government. We have taken the average prices of the agricultural year, 1970-71 (i.e. for the period July 1970 to June 1971), for making our calculations. Since most of the employees are in urban areas, we have taken mainly the average prices for urban areas into account. While calculating the food cost, the price for wheat, rice and sugar is of the fair price shops, and of other items, the prices are market prices in urban areas as reported by the Director of Economic Intelligence and Statistics, U. P. Government.

(d) While adopting the base year 1970-71, we are conscious of the fact that the prices are still rising although effort are being made to hold the price line. It may, therefore, be necessary to provide for neutralization of rise in the cost of living, ~~over and above the price line of 1970-71, through dearness allowance,~~ which we have ~~done~~ ~~in the~~ ~~present~~ ~~proposals~~.

### Minimum Living Cost

On the basis of above norms, we give below the calculations of minimum monthly expenditure for Class IV employees at the starting point :

TABLE I

*Minimum monthly expenditure per adult for a balanced diet (Vegetarian) required to yield 2,500 calories net on the basis of low cost balanced diets, suitable for North India, recommended by the Indian Council of Medical Research, 1950.*

Serial no	Commodities	Quantity (grams)	Price per kg Rs. in 1970-71	Total expenditure (Rs.)
1	Cereals .. ..	425	0.89	0.378
2	Pulses .. ..	85	1.62	0.138
3	Milk .. ..	115	1.47	0.169
4	Green Leafy Vegetables ..	140	0.54	0.076
5	Other Vegetables .. ..	115	0.68	0.078
6	Fats and Oils .. ..	30	5.54	0.166
7	Sugar and Jaggery .. ..	55	1.69	0.093
8	Fruits .. ..	55	1.00	0.055

Total expenditure on food items per adult per day=Rs.1.153

Total expenditure on food item per adult per month (30½ days) =Rs.35.17

Total expenditure on food per family of three adult consumption units per month=Rs.105.51 i.e. Rs.106.

TABLE II

*Expenditure on cloth of 72 yards (66 metres)*

Serial no.	Commodities	Price per metre (Rs.) 1970-71	Weight
1	*Dhoti (Male) .. ..	1.66	8.9
2	*Dhoti (Female) .. ..	1.65	7.9
3	Long Cloth .. ..	2.58	16.9
4	Markin .. ..	1.93	16.8

\*The prices collected per pair which has been assumed of 9 metres.

(a) Weighted average price of cloth per metre Rs. 2.06

(b) Value of 66 metres (72 yards) of cloth @ Rs.2.06 per metre Rs.135.96

(c) Expenditure on cloth per month per family Rs. 11.33

TABLE III

*Estimated minimum monthly expenditure on a family of three adult consumption units*

	Rs.
1. Food articles .. ..	106.00
2. Clothing .. ..	11.33
3. Housing .. ..	14.50
4. Fuel, Lighting and other miscellaneous items ..	132.96
Total ..	164.79
or Say ..	165.00

### Other Considerations

18. We feel that changes introduced by the minimum wages should be gradual and should not suddenly upset the wage structure. Besides, we have been asked to determine the minimum living wage for low-paid employees after taking into consideration along with other things, the economic condition of the State as well. The *per capita* income of the State in 1970-71, base year, on which we have calculated the minimum living wage, was Rs.504 at current prices. It amounted to Rs.515 for 1969-70. For a family consisting of four units (equal to three adult consumption units), that we have assumed for fixing the minimum living wage, the total income per family on *per capita* basis at an average, would work out to Rs.2,016 per annum i.e., Rs.168 per month. In the Draft Approach Document of the Fifth Five-Year Plan of the Government of India, it has been stated that the basic aim of the Fifth Plan is to achieve a minimum consumption of Rs.20 *per capita* per month at 1960-61 prices. At 1970-71 prices, this amounts to about Rs.37.00 or Rs.148 for a family of four units. This, however, does not include expenditure on miscellaneous social consumption such as education, health, etc. which may be taken at 20 per cent of the total consumption. Adding this to the minimum consumption level, the minimum living wage comes to Rs.185 per month for a family of four units at 1970-71 prices. This, however, would be achieved in the course of the next Plan or even later. The State Government recently allowed District authorities to sanction Rs.4 to Rs.5 as the daily wage under crash programme. Therefore, keeping in view the above facts, our assumption of minimum living wage of Rs.165 for Government employees and employees of auxiliary bodies which fall within our purview, is realistic in the light of the economic condition of the State. Sometimes it is argued that we should take into account the minimum emoluments in the organized sectors particularly large scale industry, banking and other commercial undertakings. Recently in the Textile Industry at Kanpur these have been fixed at about Rs.239 per month and in Sugar Industry at Rs.168.35 per month. This argument does not take into account the fact that very often there is no time-scale in the organized sector, the working conditions are quite different and can seldom be compared with those applicable to the Government employees and para-Government employees with whom we are concerned. Moreover, their minimum emoluments come within the realm of "fair wages" although at its lowest range, and hence are based on the capacity of various industries and undertakings to pay.

### THE LOWEST PAY SCALES

19. In fixing the time-scale, we have taken three basic criteria into account, namely (i) increase in consumption requirements due to the growth of the family, (ii) the increments each year which should be based on the purchasing power of rupee at the current prices, (iii) avoidance of any stagnation over a period of 20 years of service.

20. Taking into account the growing requirements on account of the growth of the family, we have assumed that the completed size of the family would not exceed five units. Hence the minimum living wage for the completed family would be Rs.212 (Food Rs.140.68 plus clothing Rs.14.16 plus housing Rs.14.50 plus remaining Rs.42.66 for miscellaneous items). It may be pointed out that the annual increment so far for the lowest scale was Re.1 which was based on 1960-61 price level. Prices since then have practically been doubled and, therefore, we have fixed the annual increment for the first 10 years at Rs.2 and for the remaining 10 years, we have raised it to Rs.3. In order that an employee may not have any feeling of stagnation, we have given a time-scale for a period of 20 years and on the basis of the aforesaid criteria the lowest scale has been suggested as Rs.165-2-185-3-215.

## CHAPTER VI

### PRINCIPLES OF DETERMINATION OF SALARY STRUCTURE

The terms of reference as laid down in Government Resolution No. G-I-1433/X-207-1971, dated July 5, 1971, requires us to review the present structure of emoluments of the State Government employees, employees of aided educational and technical institutions and self governing local bodies etc., insofar as it is necessary with the object of determining a minimum living wage for the low-paid employees. The programmes and policies of the Government are implemented by a large number of government servants on whose devotion to duty, integrity and efficiency, depends the performance of the Government. The efficiency in its turn, depends upon proper recruitment, sound training and, to a large extent, on adequate remuneration based on a rational pay structure. As early as 1915, Lord Islington in his Report on public services laid down that the only safe criterion is that Government should pay so much and so much only to their employees as is necessary to obtain recruits of the right stamp and to maintain them in such a degree of comfort and dignity as would shield them from temptation and keep them for the term of their service. The Varadachriar Commission while referring to this principle observed as follows :

"We are thus led to think that the test formulated by the Islington Commission has only to be liberally interpreted to suit the conditions of the present day and to be qualified by the conditions that in no case should a man's pay be less than a living wage. In its practical application, the general principles enunciated by them has to be amplified or supplemented by other ways of stating the test. The general educational qualifications expected of candidates as well as special qualifications and training required of the holders of particular offices are of course important considerations. Even more important is the nature of duty and responsibility of the office, great stress has been laid on the necessity of enabling the holder of an office to maintain its status and dignity. Though this cannot be made a fetish in this democratic age, it cannot be wholly ignored. Some officers have insisted on the need for keeping public servants beyond temptations; this is true, if it means keeping them reasonably above want. But it will be too much to assert that high salaries are by themselves absolute safeguards against corruption. While it may be generally agreed that the market value test may not always be available and it may not even be the proper test if exclusively applied it is only reasonable that so far as practicable, a fair relativity should be maintained between the rates of pay of certain classes of civil servants and comparable outside rates, the parity being judged only with reference to long term trends in wage levels in the country.

In connection with the determination of salary structure, we have considered the following issues :

(1) *Base year*—The very first issue that we had to decide was to select the base year at whose price level salaries be fixed and dearness allowance be merged with the basic wage. This has been discussed at length in the chapter on 'Minimum Living Wage', where the base year has been taken as the agriculture year 1970-71. We have, therefore, fixed the salary structure on the basis of the price level of the agricultural year 1970-71. Since prices are still rising, we recommend that while the existing dearness allowance and basic wage till 1970-71 (end of June, 1971), will be presumed to have been merged in the basic pay structure that we have evolved, further dearness allowance will have to be paid to compensate for any rise in the price level after June, 1971. The method of fixation of the amount of dearness allowance in future for various pay slabs has been discussed in the Chapter on 'Dearness Allowance'.

(2) *Minimum Remuneration and the Lowest Scale*—The next important issue in framing a rational pay structure was the determination of minimum remuneration to be paid by this State to its lowest paid whole-time employees. Most of the service associations which responded to our questionnaire, have suggested that the lowest rate of remuneration should not be lower than a need-based living wage. This issue has been discussed in detail in the chapter on 'Minimum Living Wage' and we have fixed the minimum wage at Rs.165 and Rs.165-2-185-3-215 as the lowest scale of pay.



(3) *Principle of Fair Comparison*—The principle of fair comparison was emphasized by the Royal Commission of Civil Service in Britain popularly known as the "Priestly Commission" in 1953-55. It observed that the primary principle for determining the pay of civil servants was that of fair comparison with the current remuneration in the outside sector taking into account its any other conditions of service. Some of the Service Associations have urged before us that the salaries paid to government employees of various categories should be comparable to those paid by institutions such as the Nationalized Banks and Life Insurance Corporation of India to their employees. However, in attempting any application of this principle, we are handicapped by the fact that there are hardly any facilities available in this country for scientific analysis of job content of a multitude of posts. In the advanced countries such as Britain, the application of the principle is facilitated by the existence of elaborate organisation and methods for gathering systematic information regarding the levels of remuneration in private Sector and for assessing the levels of comparability *vis-a-vis* employment under the Government. Moreover, the activities in which these institutions such as Nationalised Banks and Life Insurance Corporation are engaged are geared to the profit motive and they make substantial profits in which the employees could reasonably expect a fair share. Such is not however, the case in regard to the activities of Government, most of which do not yield any profit or revenue which is comparable of quantification. In view of these and other considerations set out in detail in the report of the Second Central Pay Commission, that Commission was constrained to refrain from adopting fair comparison with outside rates as a principle suitable for full and detailed application, though it could be taken into account in a broad and general way and with discrimination. Other recent Pay Commissions such as, Tamil Nadu, Madhya Pradesh and Bihar have also in their reports adopted the same approach.

(4) *Principle of Capacity to Pay*—Our terms of reference require that in determining the pay-scales, we should take into account the availability of resources and commitments for raising additional resources for executing the Fourth Five-Year Plan. Obviously, it implies that 'the principle of capacity to pay' has to be applied in determining the present structure of emoluments. We are, however, required to deal not only with the pay structure of the State Government employees, but also to make similar recommendations in regard to the employees of the local bodies and Government-aided educational institutions. The capacity to pay of the local bodies and aided institutions is obviously lower than that of the State Government, which has a large number of sources of income at its disposal. Further, any increase in the salaries of the employees of the local bodies and the aided educational institutions, whose budgetary resources are often short of the requirements, has to be met by liberal grants from the State Government. But the principle of capacity to pay cannot be made applicable to the lowest scale, which is based on the minimum living needs. Hence we have recommended the same lowest scale of pay for all categories of whole-time regular employees whether of the State Government or of the local bodies or of the aided educational institutions, but in determining pay-scales of employees above the lowest category, the lower capacity to pay of the local bodies and the aided educational institutions had to be taken into account. Hence to safeguard the financial condition of these local bodies and aided educational institutions, the pay structures recommended for these are some-what lower than those of the State Government employees. This, of course, does not apply to the teaching staff of the universities and aided degree and post-graduate degree colleges, whose pay-scales and other allowances referred to us, have been left to be revised in accordance with the recommendations of the University Grants Commission. At the same time the salaries and emoluments of the non-teaching staff of the Universities as well as of the teaching and non-teaching staff of the Polytechnics and aided Polytechnics have been kept at par with the corresponding employees of the State Government on the ground that the sanctioned expenditures, over and above their fee and their incomes of such institutions are met by the grants of the State Government.

(5) *Principle of Equal Pay for Equal Work*—Nearly all the employees have pleaded before us that there should be equal pay for equal work, and on this principle, it has been demanded that the pay structure of the State employees be the same as of the Central Government employees, and likewise the pay structure of local bodies and aided educational institutions be the



same as of the State Government employees. It has been likewise argued that all employees doing the same type of job, whether in the Secretariat, offices of the Heads of Departments, Regional District or subordinate local offices, be given the same emoluments on the principle of equal pay for equal work. The U. P. Government Stenographers Association referred in their memorandum the Directive Principle [Article 39(d) of the Constitution] that the State shall direct its policy towards securing that there is equal pay for equal work for both men and women. So far as the principle of not differentiating between the sexes in this matter is concerned, the Commission would accord its whole-hearted approval. But when it comes to applying this principle to different categories and levels of employment without any regard to the comparative educational qualifications, experience and mental equipment, mode of recruitment, etc., there might be absurd results. This may not be so in a few cases of the lowest category, but job specifications differ in a very complex manner in ranges above the lowest jobs and in different job locations. For instance a newly qualified M.B.B.S. Doctor and a Medical Specialist are broadly both examining and prescribing for patients but the latter's diagnosis will be more quick and correct and the line of treatment prescribed by him sounder. Moreover, the prevailing hierarchical set-up of our services implies basic differences in the type and quality of work done at each level, and thus there is likelihood of committing great errors if identical pay-scales are fixed on apparent similarities of designation or work, without taking into consideration other factors such as specific academic or technical qualifications for the job, the degree of experience and the amount of initiative and application that persons with higher training and aptitude can exercise on the problems with which they may be faced in the course of their duties. Vertical relativities have thus to be recognised by difference in the rate of remuneration in order to provide economic incentive for seeking promotion to higher grade. The difficulties for applying the principle of equal pay for equal work will be aggravated in the cases of inter-departmental and inter-cadre comparisons, for there may be different levels of hierarchy promotional prospects and comparative importance or utility of the functions which each department performs in the administrative, economic and social fields in this State. Obviously the horizontal relativities are less important than the vertical relativities. The Second Central Pay Commission also was of the view that horizontal relativities should normally be a less important factor in the determination of salaries. Some of the service associations put forward the argument that since at a certain stage the salaries paid to its members, were comparable to those paid to the members of other services, they are entitled to parity even now. We can not attach much importance to such "Historical Relativities", as adopting any such formula would ignore the enormous changes which have taken place in the duties and responsibilities attached to different posts in the changed social, economic and political set-up, in the present era of the Welfare State.

While determining the pay structure, we have, however, tried to ensure that the principle of equal emoluments for jobs of equivalent responsibilities and levels, which are equally basic, is not violated. Simultaneously, where a specified service as for example a University or aided degree college teaching service shares an all-India pattern in respect of minimum qualifications for recruitment, existing pay structure and service conditions, we have left it to be decided on the University Grants Commission pattern. Since, however, the service conditions of the Government Degree and Post-Graduate College teachers are different and form part of a larger State Service cadre for transfers, postings and job, we have for obvious reasons, recommended their pay-scales and emoluments to be more or less the same as for equivalent non-teaching posts in their parent service cadre.

Further, an all-India Pattern has not yet evolved in case of Ayurvedic, Unani and Homoeopathic services and teaching posts. We had, therefore, to fix their pay and emoluments on the basis of State pattern only. Their representatives pleaded before us that their remuneration should be at par with those of the allopathic services and teachers in allopathic institutions. While examining these claims, we found that such parity would be in violation of the principle of equivalent training, education, and qualification and skill required for jobs of equivalent emoluments. Hence in fixing their emoluments, we have taken into account these differences. At the same time we found that the existing differences were not fully justified on this basis and in recommending their pay-scales and emoluments, we have tried to reduce the existing disparity between these and the allopathic services.

(6) *Principle of Determining Scale Differentials*—We have taken into account the following six criteria for determining various pay scales :

- (i) Nature of job and responsibility attached to it.
- (ii) Minimum training, education and experience required for a job.
- (iii) Method of recruitment—whether by open competition, restricted competition or through Departmental selection.
- (iv) Service conditions.
- (v) Prospects of employment elsewhere.
- (vi) Transferability from one place to another.

To illustrate, we have taken into account, the prospects of technical personnel, including engineers and doctors, for higher emoluments outside the services under our purview. Similarly, the service conditions of State Government employees and those of local bodies are not the same, in so far as the former are bound by certain rules which are not applicable to the latter. Similarly, State Government employees are subject to transfers all over the State, whereas, the employees of local bodies at the same level, for example, may not be subject to similar transfers. Analysing the method of recruitment, we find that in certain cases, recruitment is open to all and through competition and selection by the Public Service Commission. In other cases, it may not be so. Obviously, the pay scales of these two different types of employees can justifiably be different. We have also found that in some cases at least, the minimum qualifications for discharging the same type of job, differed. Hence in recommending any such cases of equal pay for similar job, we have also indicated, where necessary, standardization of the minimum qualifications for recruitment for such jobs.

We have also tried to remove the existing disparity by providing a higher percentage of neutralisation in the rise in the cost of living to the incumbents of the posts in the lower slabs. The percentage of neutralisation goes down gradually from 100 to about 10 per cent when we reach the pay-scales devised for promotion posts, district level posts, regional posts or posts of Assistant, Deputy, Joint, Additional and Heads of Departments. In the case of some services we have sought to provide little higher neutralisation, primarily because of our desire to raise the declining efficiency and morale of such services and also to attract better talent for posts which are filled on the basis of competition from amongst highly educated scientific and technical specialists and either trained or experienced persons.

(7) *The Principle of a Time-Scale*—A vital question underlying the framing of a rational pay structure was whether there should be grade pays or time-scales. A number of service associations pleaded for grant of running grades right up from the initial recruitment to the post of Head of the Department. In private sector, the leading industrial and commercial concerns, favour a grade structure but the prevailing system in Government services at the Centre as well as in the State is based on time-scales. Under the system of grade structure, the employees in the superior services are initially taken at a certain grade of pay and after a particular employee's efficiency, initiative, conduct and performance are judged, a suitable promotion with a suitable raise in salary which may be even 50 per cent of the initial salary, is given and at each subsequent promotion, the employees can look forward to substantial enhancement of emoluments, but we feel that in the public sector the running scale with assurance of uninterrupted movement up to the maximum, will discourage incentive and zeal for improvement, developing a sense of laxity in the employees. Accordingly, separate scales are desirable for lower and higher posts in the same establishment when the holders of the higher posts are expected to supervise the work of those holding the lower posts. In view of the above consideration, although the Administrative Reforms Commission recommended graded pay system in public sector also, we do not regard such a radical departure feasible and have, therefore, recommended to retain the parent system of time-scale for most of the categories of employees.

We have, however, found that many of the existing time-scales are not rational. An appropriate time-scale should satisfy three criteria, namely—

- (a) it should sustain the interest of any employee in his job over a period of time,
- (b) it should compensate for his added experience and increasing responsibilities, and

(c) it should take into account the increase in his expenditure on account of increase in the size of his family and its increased requirements for education, etc.

Taking these into account, we had to decide on two issues, namely—

- (a) length of the time-scale, and
- (b) rate of annual increment.

The time span of the pay-scale in a particular service depends upon the peculiar conditions of that service in particular and the chances of promotion available to its members. Initial entry scales in a cadre are bound to have larger span as compared to the span of promotional scales, as the small span of an initial entry scale in a service would lead to stagnation for a large period of service, particularly when the chances of promotion on account of want of basic educational or technical qualifications required for the next higher scale of pay, are meagre. Keeping in view this fact, the span of the lowest pay-scale has been so fixed as to cover 20 years of service and the rate of annual increment has been doubled and trebled as compared to the existing rate after each span of 10 years. The time-scale for Class III posts has also been so fixed as to cover a period of 20 years, whereas in other scales where the chances of promotion are more than in these scales, the time span of a scale has proportionately been reduced to 15 years and in some cases to 13 years. To compensate, however, for lesser chances for getting a higher scale, the rates of annual increments in the lowest scales have been increased, whereas in most of the higher scales, these have been kept more or less the same, as at present.

(8) *Reduction in disparities and multiplicity of scales*—The pay structure of government employees, which obtains at present is substantially the same as was evolved on the recommendations of the Pay Rationalization Committee, 1965. The pay scales of various posts prevailing then were 343 in number which were reduced to 52 by the Pay Rationalization Committee. The lowest scale recommended by the Committee was Rs.55-1-75, whereas the highest pay-scale was Rs.2,000-75-2,150-100-2,250, the ratio between the maximum of the lowest pay-scales and that of the highest pay-scale being 1 : 30. The scales of the subordinate employees of the Police Department were not considered by the Committee, as their pay-scales had been revised on the basis of the recommendations of the 1st U. P. Police Commission in the year 1962, but the State Government subsequently revised them in 1966 or later. Consequently, the scales which were thus introduced for the Police personnel have continued side by side with the scales approved by the Government on the basis of the recommendations of the U. P. Pay Rationalization Committee, 1965. According to the information furnished by the Finance Department, there are at present 65 scales which have been approved by the Government for existing posts or which are being created from time to time. Actually when we started examining the existing pay-scales of the State Government employees, we found that there were not less than 141 pay-scales on the basis of Budget literature and 108 scales on the basis of information received by us from various Departments. Out of these only 65 are approved by the Government, most of the remaining being accounted for by the continuance of pre-Pay Rationalization Committee scales.

A list of pay-scales in which posts at present exist is given in Annexure I to this Chapter. A star mark has been given on the serial numbers of the approved pay-scales. At the bottom there are a few employees, who start with a basic wage of Rs.22 per month in the scale of Rs.22-½-27 and in the highest scale of Rs.2,500-2,750 is a single officer. The existing disparity between the maximum of the lowest and the highest pay-scales will thus be more than 102 times.

Several service associations and individuals suggested a reduction in the number of existing scales to 25 or 30 and abolition of efficiency bars. A number of service associations also pleaded that the highest salary should be kept down as far as possible and various ratios ranging from 1 : 8 to 1 : 25 have been suggested between the minimum of the lowest pay-scale and maximum of the highest pay-scale. The Federation of Associations of the offices of the Directors of Education, Agriculture, Medical and Public Health, Chief Engineers, Public Works and Irrigation Departments, Inspector General of Police, Commissioner, Sales Tax, etc. desired that the ratio between the lowest and the highest scales, should not be more than 1 : 10.

As already observed, the Pay Rationalization Committee had introduced a considerable measure of rationalization. In fact the number of pay-scales in the State services depends very much on the varying needs and peculiar features in different services. Differentials in remuneration have to be provided for depending on various factors such as the level at which initial recruitment is made, the minimum educational and technical qualifications prescribed for a post, nature of the duties and the level of responsibility required to be performed, arduousness of the tasks entrusted, contribution to social and economic development whether directly or indirectly expected from the person holding the post, and finally the remuneration which a person with similar professional or technical qualifications may expect in employment outside the State service or self-employment. It is, therefore, not a correct principle to consider the reduction of pay-scales as an end in itself. On the other hand reduction of scales on the basis of a prior conception may lead to the creation of fresh anomalies. The Commission's approach has been pragmatic and influenced by practical administrative considerations, even so the number of pay-scales has been appreciably brought down. On the basis of present emoluments at the minimum and maximum of the existing scales and nature of job, as well as similarity of minimum qualification for it, we have merged a number of pay-scales into a single scale and have reduced, the number of scales to 38 for State Government employees.

On the question of principle of retention of system of efficiency bar, most of service associations of Class IV and Class III employees opposed the retention of the system of efficiency bars in the time-scales on the plea that it is generally used as an instrument of harassment against them and there are also gross delays in passing orders allowing the employees to cross the efficiency bars. The Heads of Departments who were heard by the Commission, generally supported the retention of the system of efficiency bars. We are of the view that efficiency bars serve a useful purpose in service, specially in services which have a junior and a senior scale or a selection grade, so that when an employee is due to be considered for promotion, he is alive to the necessity of keeping himself at the highest pitch of efficiency. Again at the stage when the higher rate of increment is due in a particular scale, it would be proper to have an efficiency bar. We have accordingly indicated in our revised pay-scales the stages at which efficiency bars should be prescribed. The proposed scales and efficiency bars are given in Annexure II to this Chapter. The existing and recommended scales for local bodies and educational institutions are given in the respective chapters. It is noteworthy that in the case of Government employees we have brought down the ratio between the maximum salary of the lowest scale and that of the highest scale from 1 : 30 to 1 : 12.8 while taking into account the dearness allowance also, the ratio between the total emolument admissible at the maximum of the lowest pay-scale and that of the highest pay-scale reduced from 1 : 17.2 to 1 : 11.8. This is, however, before the deduction of income tax, and if the latter be taken into account, the difference may be only about 8.8 times. We believe that this differential is unavoidably necessary for attracting and retaining suitable personnel for higher jobs, which require dedicated employees of higher qualifications and experience. It may be mentioned here that the disparity ratios have been studied between the maxima of the pay-scales, as, unlike the lowest scale of pay, the entry of the incumbents in the highest scale of pay is through promotion alone.

(9) *Scale to scale revision*—In reducing the number of pay-scales to 38, as compared to the existing pay-scales, we have obviously grouped a large number of existing pay-scales at lower levels into a single pay-scale, on the basis of present emoluments and nature of job. In addition, we have tried to evolve for a service, other than those of the lowest category of employees, junior, senior and promotion scales, according to service and departmental needs. An intermediate scale has also been devised where we found that this three-tier system will either lead to a sudden increase in the salaries of certain employees or posts or there are inadequate avenues for promotion to a senior scale. Keeping these in view, we have devised new scales in such a manner that the starting salary for a pay-scale suggested by us is not lower than the starting salary plus existing dearness allowance of a corresponding approved scale. In most cases the maximum of our proposed pay-scales is also not lower than the maximum salary plus dearness allowance of a corresponding approved scale. However, we have taken note of the fact that the dearness allowance has not been presently admissible beyond certain pay ranges in spite of the sharp rise in prices which has been in

evidence from year to year. Hence in fixing the revised pay-scales of such cadres, we have given a higher starting and maximum pay, than the present emoluments. We have also taken note of the fact that in these cadres the disparities between the all-India services and State Government services have to be reduced since the present differentials are seldom justifiable on the basis of the jobs performed or responsibilities discharged by them. Finally, in devising their scales, we have tried to ensure that candidates having appropriate education and talents are attracted to the State services.

After having devised the new scales, we have generally placed the employees in the new scales keeping in view the relevant corresponding old scales. We have, however, applied this principle in a flexible manner where the needs of a particular service, post or job necessitated deviation from this method. In the interest of efficiency, and in order that the State services may not feel frustrated, we have raised the maximum of three of the highest technical posts to Rs.2,750.00, which is the maximum of the post of Commissioners who are in the super time-scale of the Indian Administrative Service.

We do not subscribe to the view that as a rule the salaries of scientific and technical personnel should be higher than those of non-technical services, because various kinds of services play important role in the performance of nation-building activities and the scales of pay of such posts are determined on the basis of the job requirements, qualifications and experience for the post. We also do not subscribe to the view that the Administrative Services perform less important nature of duties than those performed by the technical personnel and a large number of representatives who came to give evidence before us, were of the opinion that the role of the generalist services was not of lesser importance than those of the technical and specialised services. We feel that each service has its own importance in its own sphere. We have, therefore, made no discrimination in revision of the scales of pay of various categories of posts, but have tried to dispense due justice to various kinds of services on the basis of their educational qualifications, years spent in training and their mode of recruitment, etc.

(10) *Avenues of promotion*—It may be that while making recommendations for promotion from one scale of pay to a higher scale for employees already in Government service, we may have omitted to provide some promotional avenues with longer or higher grades which may appear to the Government to be necessary as an incentive for more efficient performance of duties, and to carry out various projects and development schemes. We, however, consider it best to leave this to the Government to judge for themselves about the lack of opportunities of promotions in such services, and take necessary and feasible steps in order to meet such situations whenever it appears to be advisable and proper.

The recommendations for revision of pay-scales which we have made are by no means either ideal or perfect. We have had neither the necessary material, nor sufficient time to produce a more comprehensive and satisfactory report. We are conscious of the fact that as a result of the implementation of our recommendations, certain sections of the employees with whom we have dealt, may feel dissatisfied and unhappy. But all that we can say is that we have done our best in order to give full satisfaction to the employees of different categories and have given our fullest consideration to their claims. But the possibility of unintentional errors creeping into this process cannot be totally ruled out. The decisions embodied in this report are in accordance with our best judgment and in the interest of the entire body of the employees as well as the State.

In this connection, it is, however, necessary to point out that the circulation of an additional amount of about Rs.50 to 60 crores every year distributed among the employees of various categories of this State will create substantial increase in demand for more consumer goods, and may result in certain inflationary pressure. This may cause a rise in the cost of living unless the production of consumer goods keeps pace with their demand. We, therefore, expect the employees of the State to extend their fullest co-operation and direct their maximum effort towards raising the standard of living of the people of this State by enhancing agricultural as well as industrial production in the State.

Another result of the implementation of our recommendations will be a comparative improvement in the condition of about a million employees and their dependants who will benefit by our recommendations. In contrast, 42 per cent of the population of this State still lives in abject poverty. Such a situation

is potentially explosive and a protected class of employees will be tolerated only if this entire class devotes its honest and genuine effort towards the task of creating greater wealth in the State through improvement in agricultural and industrial production. In other words this class must constantly prove its utility and usefulness to the people at large, by devotion, hard work and honest performance of its duty. It is only through hard and honest work that countries abroad have reconstructed their economy rapidly after the second world war and attained ever rising standards of living.

The final solution of the various circle of rise in the cost of living, following an increase in salaries and thus nullifying the rise in salaries, depends on the prices being stabilised at a reasonable level and on the determination of wages and salaries with reference to such prices on the basis of a national wage policy. Till such time, we hope that the pay structure which we have proposed, will provide general satisfaction with occasional minor modifications in the cost of living allowance from time to time according to the movement of the cost of essential commodities.

#### ANNEXURE I

##### *List of the existing pay-scales for State Government employees*

Sl. No.	Existing scales	Sl. No.	Existing scales
1	2	1	2
	Rs.		Rs.
1.	22- $\frac{1}{2}$ -27	33.	80-6-110-8-150
2.	27- $\frac{1}{2}$ -32	34.	85-5-150
3.	25-1-35	35.	100-150
4.	32-1-37	*36.	100-4-160
5.	30-1-40	*37.	100-4-120-5-180
6.	30-1-45	38.	80-6-140-10-200
*7.	30-1-50	39.	85-5-120-8-200
*8.	40-1-60	*40.	100-5-200
9.	45-2-65	41.	150-200
*10.	55-1-75	*42.	120-6-180-8-220
11.	60-3-75	43.	150-5-225
12.	40-2-65-3-80	44.	80-6-140-10-240
13.	45-2-65-3-80	*45.	120-6-180-10-250
*14.	60-1-80	46.	150-5-200-10-250
15.	50-90	*47.	150-6-180-8-220-10-260
16.	60-90	*48.	140-8-180-10-280
*17.	65-1-80-2-90	*49.	160-8-200-10-280
18.	45-2-65-3-80-4-100	*50.	160-8-200-10-290
19.	60-100	51.	120-8-200-10-300
20.	60-3-90-4-110	52.	150-300
*21.	75-2-95-3-110	*53.	175-7-210-10-300
*22.	75-2-97-3-115	*54.	200-10-300
23.	50-4-90-5-120	*55.	250-10-300
24.	65-2-120	*56.	250-15-325
25.	75-5-120	*57.	160-8-200-10-260-12-320
26.	80-5-120		
*27.	80-3-125	*58.	150-8-190-10-260-12-320-15-350
28.	80-5-100-6-130		
*29.	80-3-140	59.	200-15-350
*30.	95-3-128-4-140	*60.	250-10-350
31.	100-140	*61.	180-10-260-12-320-15-380
32.	75-150		

Sl. No.	Existing scales	Sl. No.	Existing scales
1	2	1	2
	Rs.		Rs.
62.	160-15-280-20-400	*84.	300-25-400-30-700-50-900
*63.	200-15-380-20-400		
*64.	300-20-400	*85.	400-30-700-50-900
65.	225-425	*86.	400-40-800-50-950
*66.	200-15-350-20-450	*87.	800-50-950
67.	300-450	*88.	400-30-700-50-1,000
*68.	350-20-450	*89.	800-50-1,150
*69.	225-15-360-20-500	*90.	950-50-1,150
70.	250-15-340-20-400-25-500	*91.	500-50-1,200
*71.	350-25-500	*92.	700-50-1,200
*72.	250-15-340-20-400-25-550	*93.	600-50-1,250
*73.	350-25-550	*94.	700-50-1,250
*74.	400-25-550	*95.	1,150-50-1,250
75.	235-15-310-20-450-25-600	*96.	750-50-1,400
*76.	250-25-450-30-600	97.	1,000-50-1,400
*77.	350-20-390-25-590-30-650	*98.	1,200-50-1,400
78.	475-40-675	*99.	1,000-50-1,500
*79.	515-40-715	*100.	1,100-50-1,300-60-1,600
*80.	250-25-400-30-700-50-750	*101.	1,300-50-1,600
*81.	350-25-550-40-750	*102.	1,200-50-1,700
82.	250-25-400-30-700-50-850	103.	1,500-50-1,700
*83.	700-50-850	*104.	800-50-1,000-75-1,750-50-1,800
		*105.	1,600-50-1,800
		*106.	1,500-50-1,850-75-2,000
		*107.	1,800-50-1,850-75-2,000
		*108.	2,000-75-2,150-100-2,250

\*Existing approved scales.

## ANNEXURE II

### List of the proposed scales for the State Government employees

Sl. No.	Proposed scales with suggested stages for efficiency bars.	Time span
1	2	3
1.	165-2-185-EB-3-215	20 years.
2.	170-2-190-EB-3-205-EB-4-225	20 years.
3.	175-3-205-EB-4-225-EB-5-250	20 years.
4.	185-3-215-EB-4-235-EB-6-265.	20 years.
5.	200-5-250-EB-6-280-EB-8-320	20 years.
6.	230-6-290-EB-8-330-EB-10-380	20 years.
7.	250-7-285-EB-9-375-EB-10-425	20 years.
8.	280-8-320-EB-9-410-EB-10-450	20 years.
9.	300-8-340-EB-10-440-EB-12-500	20 years.
10.	350-15-425-EB-15-500	10 years.
11.	300-10-350-EB-12-470-EB-16-550	20 years.

Sl. No.	Proposed scales with suggested stages for efficiency bars.	Time span
1	2	3
12.	400-15-475-EB-15-550.	10 years.
13.	325-10-375-EB-12-495-EB-16-575	20 years.
14.	400-20-500-EB-20-600.	10 years.
15.	450-25-575-EB-25-700.	10 years.
16.	350-15-500-EB-20-600-EB-25-700.	19 years.
17.	500-25-625-EB-25-750.	10 years.
18.	400-15-475-EB-20-575-EB-25-750	17 years.
19.	450-25-575-EB-25-700-EB-30-850.	15 years.
20.	450-25-650-EB-30-800-EB-50-950	16 years
21.	500-25-650-EB-30-800-EB-50-1,000.	15 years.
22.	800-50-1,100	6 years
23.	500-30-650-EB-40-850-EB-50-1,100.	15 years.
24.	550-30-700-EB-40-900-EB-50-1,200.	16 years.
25.	650-30-800-EB-40-1,000-EB-50-1,300	16 years.
26.	1,000-50-1,250-EB-50-1,350	13 years.
27.	800-50-1,050-EB-50-1,300-EB-50-1,450	13 years.
28.	850-50-1,100-EB-50-1,350-EB-50-1,500	13 years.
29.	900-50-1,150-EB-50-1,400-EB-50-1,600	14 years.
30.	1,250-50-1,500-EB-50-1,600	7 years.
31.	1,150-50-1,400-EB-50-1,700	11 years.
32.	1,200-50-1,500-EB-60-1,800	11 years.
33.	1,400-50-1,500-EB-60-1,800	7 years.
34.	1,000-50-1,350-EB-75-1,950-50-2,000	16 years
35.	1,600-50-1,850-EB-75-2,000	7 years.
36.	1,900-50-1,950-75-2,250.	5 years.
37.	2,200-100-2,500	3 years.
38.	2,250-100-2,750	5 years.



## CHAPTER VII

### CLASSIFICATION OF SERVICES

The classification of government servants in civil employment under the State and Central Governments was lately regulated in accordance with the provisions of the Civil Services (Classification, Control and Appeal) Rules. These rules were made by the Secretary of State in Council under Section 96-B of the Government of India Act, 1919, and continued in force by virtue of Section 276 of the Government of India Act, 1935 and then by Article 313 of the Constitution of India. The Rules provided for classification of various public services as the All India Services, Central Services, Class I; Central Services, Class II; Provincial (later State) Services, Specialist Services and the Subordinate Services. The same rules provided that the State Governments could make rules for the classification into subordinate services of persons to whom they applied and who were under their administrative control and were not already included in any of the first five classifications mentioned above. Similarly, the State Governments had been delegated powers under those Rules to make rules regulating the conditions of service, the pay and allowances and the pensions of their employees. Corresponding powers were also later given to State Governments under the Government of India Act, 1935 and then under the Constitution of India. The rules regulating the conditions of service, etc. were, therefore, lately made under the provisions of the Government of India Act, 1935 and are now being made under the corresponding provisions of the Constitution of India. No recourse to the Civil Services (Classification, Control and Appeal) Rules is now made for these purposes, and as these rules also provide for classification of the service or post to which they refer, the "Classification" part of the Civil Services (Classification, Control and Appeal) Rules has now become obsolete.

2. The main distinction in the above classification of Services is that all first appointments to Class I posts are made by the President of India in respect of All India and Central Services, while in respect of Class II, a lower authority is empowered to make the appointments. The corresponding authority in respect of the State Services is the Governor. Class I and Class II Officers generally enjoy a Gazetted status. Subordinate services consist of posts carrying clerical, ministerial, or outdoor executive duties whose incumbents may or may not enjoy gazetted status. 'Inferior Services' earlier comprised posts whose maximum pay did not exceed Rs.30 and posts which were not classified as 'superior'. The statutory rules link-up the power of disciplinary control and right of appeal against disciplinary orders with this system of classification of services.

3. This classification was not based entirely on the salary rates or on the character of work done, but it reflected these elements also. It was on the recommendations of the first Central Pay Commission, that the term "subordinate services" and "inferior services" in the then classification of services of the Central Government were replaced by numerical terms "Class III" and "Class IV". The Pay Rationalization Committee, 1965, of the State Government also recommended for adoption, the four basic classifications, as above and the existing classification of services in this State adopted in Appointment (B) Department O. M. No. 42/5/66-Apppt. (B), dated January 10, 1967, is as under :

		<i>Minimum of the scale of post</i>	<i>Classification</i>
Gazetted	..	The maximum of the pay scale of the post exceeds Rs.900	.. Class I
Gazetted	..	The maximum of the pay scale of the post does not exceed Rs.900	.. Class II
Non-Gazetted		The minimum of the pay scale of the post is Rs.100 or above including the teachers and paid apprentices although the minimum of their pay scale is less than Rs.100	.. Class III
Non-Gazetted		Remainder	.. Class IV

The main consideration of classification of services in this State also is to regulate appointments, promotion, punishments and appeals, etc. and though no clear-cut guidelines are indicated, the different classes are indicative of their status and social order. It is, however, a fact that various services enjoy a higher or lower pay-scale according to their utility, functions and status. The existing classification of government servants in this State is, therefore, based both on the status and functions of government servants on the one hand and their pay-scales on the other.

4. The question of reclassification of services was examined by us in the light of our basic recommendations for revision of the existing pay-scales. The minimum initial pay recommended by us for the lowest category of government servant is Rs.165. Obviously, this will affect the existing classification of services in this State, but we do not think it necessary to make any recommendations for the re-classification of services as it would be a retrograde step in the present socialistic pattern of our society. We entirely agree with the comments of some of the earlier Pay Commissions, namely the Second Central Pay Commission and the Punjab Pay Commission, that classifying government servants in various classes does not serve any practical purpose either from the point of view of Government or of government servants, which would not be served if the classification is abolished. On the other hand, it has a demoralising effect specially on employees who are placed officially in lower classes and are always referred to as Class III or Class IV employees. The division of government servants in water-tight classes hampers social equality and creates heart burning and class consciousness, which is not conducive to a system of administration pledged to bring about social equality and social justice. The type of such rigid classification of government servants indicative of their superior or inferior status does not exist in any other progressive country. We are, therefore, not in favour of the continuance of the grading of government servants in different classes as at present and accordingly recommend that the classification of government servants in any classes as such may be abolished.

5. Apart from the above classification of services, government servants have also been classified separately for the purposes of grant of travelling allowance. The existing classification of the government servants for the purposes of travelling allowance in this State broadly is that all government servants in receipt of pay exceeding Rs.899 per mensem and officers belonging to All India Services including all temporary Deputy Secretaries to Government are deemed as officers of first class ; all government servants in receipt of pay exceeding Rs.299 but not exceeding Rs.899 per mensem as officers of second class ; all government servants in receipt of pay exceeding Rs.99 but not exceeding Rs.299 per mensem as of third class and all other government servants as of fourth class. It will thus be observed that though the classification of Government servants for the purposes of travelling allowance is primarily based on the amount of pay which they might be drawing on the date of journey, officers of certain categories, e.g. officers of All India Services, etc. have been allowed better classification irrespective of the pay which they might be drawing on the date of journey. We recommend that for this purpose also, the terms, first class, second class, third class or fourth class occurring in Travelling Allowance Rules or Government orders may be omitted. Instead, the Travelling Allowance benefits accruing to different grades of government servants may be specified in the Travelling Allowance Rules in a Schedule according to the various salary ranges, which is even now the determining factor for such benefits. If it is intended to allow higher rates of Travelling Allowance, etc. to members of All India Services, etc. this may also be stated in the said schedule.

## CHAPTER VIII

### INTERIM RELIEF

Soon after the appointment of the U. P. Pay Commission, persistent and pressing demands came up from various categories of employees for the grant of suitable interim relief with a view to providing immediate relief against the serious erosion in their salaries due to steady and sharp rise in prices. The State Government had under their Order No. G-I-2647/X-71, dated November 19, 1971, authorised us to make recommendations, if so advised, regarding grant of interim relief to the employees in our own discretion. We, therefore, decided to invite a cross-section of the employees through representatives of various Service Associations and to hear them before making any recommendations in this regard. We heard them on December 13, 1971.

2. The demand of most of the Service Associations, by and large, was that they should be given interim relief at the same rates as had been granted to the employees of the Government of India on the basis of the interim recommendations of the Third Central Pay Commission which was at work since April, 1970. Here it may be mentioned that the Third Central Pay Commission had already recommended the first instalment of interim relief, which was fairly substantial, as early as September, 1970, for the employees of the Government of India from March 1, 1970. This relief had been allowed when the 12 monthly average of the All-India Working Class Consumer's Price Index (Base 1949=100) had reached 218 points. The amount of relief ranged from Rs.15 to Rs.45 and was granted to employees drawing pay up to Rs.1,250 subject to suitable marginal adjustments. The Third Central Pay Commission again recommended a second interim relief to the Central Government employees with effect from October 1, 1971 as the 12 monthly average of the aforesaid index had reached 228 points in the month of September, 1971. The quantum of the second interim relief varied from Rs.7 to Rs.15 and was granted to those employees who were drawing pay up to Rs.1,250, subject to necessary marginal adjustments.

3. On the other hand, the Uttar Pradesh Government had, before the constitution of this Commission, granted an *ad hoc* interim relief with effect from April 1, 1971 at a flat rate of Rs.10 per month for the State Government employees and Rs.8 per month for the employees of aided educational and technical institutions and local bodies. This interim relief was allowed to the employees drawing salary up to Rs.900 per month with marginal adjustments. It had also been decided by the State Government that the said interim relief would be merged with the emoluments of the concerned employees in future.

4. In addition to the interim relief of Rs.8 per month sanctioned earlier with effect from April 1, 1971, the Government under G. O. No. 7211-33-1-66-71, dated August 5, 1971, sanctioned with effect from August 1, 1971, an additional allowance by way of interim relief of Rs.15 p.m. to the non-teaching employees of Zila Parishads. This was, however, subject to the condition that the additional expenditure to be incurred by the Zila Parishads on this account have to be met by them out of their own resources, and that additional relief would also be merged eventually in the total emoluments of the employees when the same would be revised on our recommendations.

5. When we started our deliberations sometime in October, 1971 the position was that no dearness allowance or interim relief was admissible to those employees of the State Government and auxiliary bodies who were drawing a pay of over Rs.953 per month. We considered all these matters carefully in its various aspects on December 31, 1971 and keeping in view the fact that the Government of India had already sanctioned interim relief to its employees twice, we submitted our First Interim Report (Appendix-XXXVII) to the State Government on January 5, 1972, in which we recommended that further

interim relief at the following rates be sanctioned to the employees of the State Government and auxiliary bodies with effect from October 1, 1971 :

<i>Pay Range</i>	<i>Amount of Interim Relief.</i>
Below Rs.85	Rs. 7
From Rs. 85 to Rs.209	Rs. 8
From Rs.210 to Rs.499	Rs.10
From Rs.500 to Rs.1,250	Rs.15 (Subject to marginal adjustment).

6. We also recommended that the ad-hoc interim relief of Rs.10 or Rs.8 as might be the case, which had been sanctioned by the State Government with effect from April 1, 1971, to the State Government employees and the employees of local bodies and aided educational and technical institutions drawing pay up to Rs.900 per month, should also be allowed to those employees who were drawing salary between Rs.900 and Rs.1,250 with suitable marginal adjustments, at the above rates. We had suggested that the above interim relief should be treated as '*sui generis*'. The above recommendations of the Commission were accepted by the State Government.

7. As regards non-teaching employees of Zila Parishads, we did not make any specific recommendation regarding grant of interim relief to them, and left it to the discretion of the Government as to whether they would like to grant the additional interim relief proposed by the Commission to those employees also who had been allowed interim relief of Rs.15 p.m. with effect from August 1, 1971, out of the resources of Zila Parishads.

8. While recommending the aforesaid interim relief we were conscious of the fact that the amount of relief which we were recommending might not give full satisfaction to the various categories of employees against the background of the two interim reliefs granted by the Government of India to its employees. In paragraph 15 of our Interim Report, dated January 5, 1972, we had observed that we would consider this matter in greater detail and make such recommendations as necessary within the next few months.

9. In accordance with the above decision, we took up on March 15, 1972, for further consideration the question of grant of additional interim relief to the State Government employees. We took note of the disparity existing in the total amounts of the two interim reliefs granted by the Government of India with effect from March 1, 1970 and with effect from October 1, 1971, and those granted by the State Government with effect from April 1, 1971 and with effect from October 1, 1971, which is shown below :

<i>Pay range</i>	<i>Total of two interim reliefs granted by the Government of India</i>	<i>Total of two interim reliefs granted by the State Government</i>	<i>Difference</i>
Below Rs. 85 .. ..	22	17	5
Rs. 85 to Rs. 209 .. ..	33	18	15
Rs. 210 to Rs. 499 .. ..	40	20	20
Rs. 500 to Rs. 1,250 (Subject to marginal adjustments)	60	25	35

We also took note of the fact that the All-India Working Class Consumer's Price Index (Base 1949=100) had shown a further rise during October and

November, 1971. At the end of November, 1971, it stood at 239 as against the average of 224 for the year 1970 and 213 for the year 1969. Taking all the factors into consideration in our Second Interim Report, dated March 18, 1972 (Appendix-XXXVIII) we recommended the grant of following additional interim relief to Government employees and employees of local bodies and aided educational institutions with effect from March 1, 1972 :

Pay range	Amount of Second Interim Relief recommended with effect from March 1, 1972	
	For Government employees	For employees of local bodies and aided educational institutions.
	Rs.	Rs.
Below Rs.85 ...	5	7
Rs.85 to Rs.209 ...	15	17
Rs.210 to Rs.499 ...	20	22
Rs.500 to Rs.1,250 ...	35	37

10. We made a further recommendation that on the grant of interim relief as proposed above, the *ad hoc* interim relief of Rs.8 allowed to all Zila Parishad employees with effect from April 1, 1971 and Rs.15 sanctioned to the non-teaching Zila Parishad employees with effect from August 1, 1971, should also be merged in the total interim relief recommended at that time. It would be observed that the difference of two rupees, which had been introduced in the interim relief granted to the employees of local bodies and aided educational institutions from April 1, 1971 and was hurting them, was also automatically removed by us in our Second Interim Report. Our above-mentioned recommendations were also accepted by the State Government in toto.

11. The combined effect of the above two interim reports was to give to the various categories of employees with effect from March 1, 1972, interim relief of the same amount, as was recommended for the Central Government employees by the Third Central Pay Commission in two instalments. We in our two interim reports as also the Uttar Pradesh Government, have accepted the principle of future parity, so far as Interim Relief is concerned, between the employees of the State Government and the employees of the Government of India. The basis for acceptance of the principle of parity in short is that, although scales of pay may be different, the salaries of Central as well as State Government employees are hit evenly by the rise in prices of essential commodities.

12. In September, 1972, the Third Central Pay Commission announced another interim relief ranging from Rs.7 to Rs.10 with effect from August 1, 1972, for the employees of the Government of India. According to this Report, since the 12 monthly average of the All-India Working Class Consumer's Price Index (Base 1949=100) had reached the figure 238 in the month of July, 1972, another dose of interim relief, was clearly indicated. Unlike the First and Second interim reliefs, they confined this relief to Government of India employees getting a pay up to Rs.575 with marginal adjustments. While refusing to extend the benefit of the Third Interim Relief to employees in higher pay ranges, the Third Central Pay Commission observed as under :

"As we hope to submit our final report shortly, we feel that no undue hardship would be caused to the employees in the higher pay range if the present instalment of interim relief which at best can confer marginal benefit, is not extended to them."

In line with the recommendations of the Third Central Pay Commission, we also in our Third Interim Report (Appendix XXXIX) recommended on September 27, 1972, additional interim relief with effect from August 1, 1972,

to Government employees and those of auxiliary bodies who were getting pay up to Rs.575 (with suitable marginal adjustments) at the following rates:

<i>Pay range</i>	<i>Amount of additional interim relief</i>				<i>Rs.</i>
Below Rs.85	...	...	...	...	7
Rs.85 to Rs.209	...	...	...	...	8
Rs.210 to Rs.575	...	...	...	...	10
(with suitable marginal adjustments)					

13. As in the earlier two reports, we suggested that the above additional interim relief should also be treated *sui generis*. The above recommendations of the Commission were also accepted by the State Government *in toto*.

14. The total additional annual estimated expenditure on account of grant of the three interim reliefs recommended by us for various categories of Government and other employees works out to Rs.10.60 crores plus Rs.15.70 crores plus Rs.8.28 crores respectively, i.e. equal to Rs.34.58 crores.



## CHAPTER IX

### DEARNESS ALLOWANCE

Unlike daily wage earners, who are free to settle the rate of their wages as frequently as they like on the basis of demand and supply of skilled and unskilled labour, working season, trend of prices and wages prevailing in the market, a public servant has to work on the salary fixed for him until it is revised. The pay scales of Government servants are generally fabricated on the basis of a price structure which is assumed to be more or less stable. When the price structure is disturbed by a gradual or sharp rise in the price level, the real income of a public servant is adversely affected. It is to mitigate the hardship thus caused to public servants on account of decrease in their real income, that the concept of grant of "dearness allowance" has come into existence. This is meant to be a balancing factor to serve the purpose of neutralising temporary increase in prices above a certain level. The Second Central Pay Commission had stated, broadly, the principles underlying the grant of dearness allowance in the following words :

"A dearness allowance is a device to protect, to a greater or lesser extent, the real income of wage earners and salaried employees from the effects of rise in prices; and . . . . employees in the lower pay ranges in particular would suffer serious hardship without such protection, while those drawing higher salaries may not. But even among the lower paid employees, there is graduation; not all of them require the same degree of protection."

As the U. P. Pay Rationalization Committee, 1965, also emphasized in its report, if prices stabilize at a fairly higher point, without any reasonable chance of coming down again the resort to the expediency of "Dearness Allowance" would be inappropriate, as in such a state of economy, a wholesale upward revision of the pay structure is necessary. Since it is difficult to predict where prices are going to stabilize over a given period of time, the practice hitherto has been to continue the expediency of dearness allowance for as long a period as is necessary.

2. The concept of dearness allowance as a "high price allowance" to public servants evolved after the First World War became a general measure for compensation against high cost of living during the Second World War when a dearness/war allowance was sanctioned to mitigate the hardships of the employees due to a gradual and appreciable rise in prices. The dearness allowance has continued ever since, although its slabs have been revised from time to time for employees in different pay groups. The U. P. Pay Committee, 1947, had also reviewed the position in this behalf and had recommended appropriate dearness allowance to Government servants to neutralize the price-rise and effects of War.

3. The U. P. Pay Rationalization Committee, 1965, determined the pay structure of Government employees at the 1960-61 price level and recommended dearness allowance at the following rates in order to make up the difference between the level of prices prevalent in 1960-61 and the prices existing at the time of submission of their Report :

<i>Pay range</i>		<i>Rate of allowance</i>	
Rs.		Rs.	
Up to 99	... ..	... 15 p.m.	
100 — 299	... ..	... 25 p.m.	
300 — 1,000	.. ..	.. 35 p.m.	(subject to marginal adjustments)

The Committee also expressed the view that "prices these days tend to equalise all over the country and while there may be some justification for giving different scales of pay to the Government of India employees and the employees of the State Government in different regions, there may not be

much justification for giving different rates of dearness allowance". Therefore the Committee recommended that any increase in the dearness allowance which the Union Government may allow to their employees after August 1, 1965, may also be allowed to the State Government employees.

4. Contrary to expectations the price continued to rise resulting in great dissatisfaction among the employees of the State Government and a large section of them in the absence of its neutralization by way of increased dearness, went on strike twice. In this background, in January, 1967, the State Government set up a One-Man Commission under the Chairmanship of Sri R. N. Sharma, a retired Judge of Allahabad High Court, to inquire into the question of dearness allowance which shall be admissible to the State Government employees. The Commission submitted its report towards the end of March, 1967. It recommended parity in the rates of Dearness Allowance of the Central and the State Government employees. Consequently the Commission recommended that the State Government employees should be allowed the dearness allowance to such an extent that it became equal to the amount of dearness allowance sanctioned by the Government of India to their employees after March 31, 1961, as the pay structure fabricated by the Pay Rationalization Committee, 1965, was based on the price level of 1960-61. The Commission recommended the grant of dearness allowance with effect from January 1, 1967, at the following rates :

<i>Pay range</i>			<i>Rates of Dearness Allowance</i>		
Rs.			Rs.		
Up to 99	...	...	...	...	37
Between 100-149	...	...	...	...	60
Between 150-209	...	...	...	...	70
Between 210-399	..	..	..	..	90
Between 400-999	...	...	...	...	95
1,000 and above	...	...	...	...	100

The One-Man Commission also recommended that until any set principle was formulated on an All-India basis, the State Government should in future increase or decrease the dearness allowance of its employees at the same rates as may be done by the Central Government.

5. The State Government accepted the principle of "parity" as defined by the Commission, but they did not accept the rates of dearness allowance recommended by it for the following reasons :

(i) In the Government of India, the first pay slab was up to Rs.109 and the second slab started from Rs.110, while the Commission had kept the first slab up to Rs.99 and the second from Rs.100. As a result, employees drawing pay between Rs.100 and Rs.109 were to be paid dearness allowance at a rate which was more than justified ; and

(ii) According to the definition of parity given by the Commission, new rates of Dearnes Allowance were to be at a rate equal to the amount given by the Government of India to neutralize the rise in the cost of living after 1960-61. In 1960-61, the All-India Working Class Consumers' Price Index (1949=100) was 124, but the Commission had deducted only that part of dearness allowance which related to 115 points of the said index obtaining in 1959, instead of taking into account the index at 124.

Therefore, State Government, after taking into account the above factors, decided to grant parity with the Centre in the rates of dearness allowance to those drawing a salary up to Rs.600 with marginal adjustments up to Rs.636. Those drawing a salary between Rs.637 and Rs.900 were allowed a dearness allowance at the rate of Rs.43 per month, and no dearness allowance, except for marginal adjustments, was admissible to those drawing a pay above Rs.900.



The rates of dearness allowance thus allowed with effect from April 1, 1967, in various pay slabs were as follows :

<i>Pay range</i>	<i>Rates of dearness allowance</i>
Up to Rs.99 ...	Rs.38
Between Rs.100-109 ...	Rs.39
Between Rs.110-149 ...	Rs.55
Between Rs.150-209 ...	Rs.69
Between Rs.210-399 ...	Rs.84
Between Rs.400-449 ...	Rs.90
Between Rs.450-458 ..	Amount by which pay falls short of Rs.539.
Between Rs.459-600 ...	Rs.80
Between Rs.601-636 ..	Amount by which pay falls short of Rs.680.
Between Rs.637-900 ...	Rs.43
Rs.901 and above ..	Amount by which pay falls short of Rs.943.

6. In their Resolution No. G-I-1235/X-210-67, dated July 31, 1967, the State Government had also made it clear that, in future, whenever there was an increase or decrease in the rates of dearness allowance of the Central Government employees, the State Government would also consider the same. Accordingly, on the basis of increases in the rates of dearness allowance, sanctioned by the Government of India on the recommendations of the Gajendra-gadkar Commission, the State Government allowed increases in the rates of dearness allowance to its employees with effect from June 1, 1967, August 1, 1968 and January 1, 1969. The Government of India, thereafter, appointed in April, 1970, the Third Central Pay Commission to review the situation, and since then no increase has been made in the dearness allowance of the Central Government employees, but the Central Government allowed them Interim Relief for rise in prices pending receipt of the final report of the Pay Commission. On the same analogy the First Interim Relief was sanctioned by the State Government with effect from April 1, 1971, at the rate of Rs.10 per month to all Government employees drawing pay up to Rs.900 per month. Since then three further interim reliefs have been granted by the State Government. The present rates of dearness allowance and interim relief admissible to the Central and State Government employees are given in Appendix XXVII and Appendix XXVIII, respectively. A comparative chart showing rates of dearness allowance and interim relief admissible to the Central and other State Government employees as on December 1, 1972, is given in Appendix XXVII-A.

7. The disparity between the rates of dearness allowance admissible to the State Government employees and the Central Government employees is mainly due to the fact that the Central pay scales were revised in 1959 at 1957 price level when the All-India Working Class Consumers' Price Index (1949=100) stood at 115, while the pay structures devised by the U. P. Pay Rationalization Committee were based on the 1960-61 price level when the price index had reached 125 in October, 1961 and the average for the year 1961 was 126. The corresponding price index (base 1949=100) stood at 155 in February, 1965 and at 218 in 1970. The Central dearness allowance granted with effect from March 1, 1970, has thus provided for a graded neutralisation of increase in price level from 115 in 1957 to 218 in 1970, and the additional interim relief recommended by the Third Central Pay Commission with effect from October 1, 1971 and August 1, 1972, and allowed by the Central Government, seeks to provide for a graded percentage neutralisation of the increase in price level beyond 218 to 228 and then to 238. It would, therefore, be seen that the difference in the existing sanctioned dearness allowance of the Central and State Government employees is due to the following factors :

(a) The dearness allowance of Central Staff cover a graded percentage of neutralisation for price increases from index 115 to 205.

(b) In the case of the State Government employees, the dearness allowance last sanctioned with effect from January 1, 1969, presumably covered graded neutralisation up to price index of about 215 on the basis of average index (prevailing in 1968) over the price index of 125 prevailing in 1961.

(c) In the case of State Government employees, drawing a salary of more than Rs.943, the difference is due to the fact that no dearness allowance has been granted to them, since April 1, 1965, when their pay scales were last revised. The difference in the price level at an index of 125 in 1961 and about 215 in 1968, remained more or less un-neutralised.

8. The question of parity in the rates of dearness allowance admissible to the employees of State Government and Central Government had also been examined at length by the Central Dearness Allowance Commission, headed by Dr. P. B. Gajendragadkar. The principle laid down by the Gajendragadkar Commission provides for parity in the percentage of neutralisation at which dearness allowance should be paid to the Government employees whether working under the Central Government or under different State Governments, irrespective of the fact whether the burden arising from payment of additional dearness allowance to the State Government employees is borne wholly by the State Government itself or it is subsidised by the Central Government. As already stated, the U. P. Pay Rationalization Committee and the One-Man Commission also accepted the principle that so far as dearness allowance was concerned, it should be the same for the State Government employees as for the employees of the Central Government. It is precisely on these grounds that the representatives of various service associations of employees have been urging that they should be allowed the same rates of dearness allowance as are admissible to employees of the Central Government. Their argument is that there may be some justification in fixing different grades of pay for the employees of the Government of India and the employees of the State Government or the employees of local bodies and aided educational institutions for performing similar duties, but there cannot be any justification for discrimination in overcoming the erosion in their salaries on account of price rise.

9. The Associations of Gazetted Officers of most of the services of Departments have demanded that, dearness allowance to the employees drawing pay over Rs.900 per month also may be granted as in Central Government and in many other States, e.g. Andhra Pradesh, Assam, Bihar, Haryana, Jammu and Kashmir, Kerala, Madhya Pradesh, Maharashtra, Mysore, Nagaland, Orissa, Punjab, Rajasthan and Tamil Nadu. They have also pointed out that the number of employees in the pay range of Rs.901 to Rs.2,250 is very small and that the expenditure on dearness allowance for them would be insignificant as compared to the total expenditure on this relief to other State employees. The State Government belatedly realized the need to provide relief to this class of employees, but granted interim relief at the rate of Rs.60 per month in the pay range of Rs.901-1,250 only.

10. The trend of the All-India Working Class Consumers' Price Index since 1960, as published by the Director, Labour Bureau, Simla, has been as follows :

Year		(Interim Series) (Base : 1949=100)	(New Series) (Base : 1960=100)
1960	.. ..	124	100
1961	.. ..	126	104
1962	.. ..	130	107
1963	.. ..	134	110
1964	.. ..	152	125
1965	.. ..	166	137
1966	.. ..	184	151
1967	.. ..	209	172
1968	.. ..	215	177
1969	.. ..	213	175
1970	.. ..	224	184
1971	.. ..	231	190

			Monthly Index (1971) (Base: 1949=100)	Monthly Index (1971) New Series (Base: 1960=100)
January, 1971	..	..	224	184
February, 1971	..	..	224	184
March, 1971	..	..	224	184
April, 1971	..	..	224	184
May, 1971	..	..	224	184
June, 1971	..	..	227	187
July, 1971	..	..	231	190
August, 1971	..	..	236	194
September, 1971	..	..	238	196
October, 1971	..	..	238	196
November, 1971	..	..	239	197
December, 1971	..	..	237	195

			Monthly Index (1972) (Base: 1949=100)	Monthly Index (1972) (Base: 1960=100)
January	..	..	236	194
February	..	..	235	193
March	..	..	236	194
April	..	..	237	195
May	..	..	238	196
June	..	..	244	201
July	..	..	249	205
August	..	..	252	207
September	..	..	253	208
October	..	..	254	209

Source : 1. Reserve Bank of India, Bulletin.  
 2. The Director, Labour Bureau, Simla.  
 3. The Labour Commissioner, U. P., Kanpur.

It would be seen that the average cost of living index since 1961, when it was 126, has risen to over 238 in July, 1972, i.e. a rise of over 112 points. Mainly on account of the sharp rise in prices during the years 1970-71, 1971-72 and 1972-73, the Government of India and the State Government have been compelled to sanction interim relief repeatedly. Comparative rates of dearness allowance and interim relief, currently admissible to the employees of the State Government, Nagar Mahapalikas and other local bodies, aided educational and technical institutions are shown in Appendices XXVIII to XXXVI.

11. From the aforesaid charts, it would be observed that in the case of aided educational institutions, while there is parity in the rates of dearness allowance admissible to the teaching staff of the aided higher secondary schools and junior and primary schools, the rates admissible to the teaching staff of Degree Colleges, aided Unani and Ayurvedic Colleges, Sanskrit Pathshalas, Arabic Madarsas, etc. are lower than those admissible to Government servants. Further, the rates of dearness allowance admissible to teaching and non-teaching staff also differ in case of aided Ayurvedic and Unani Medical Colleges. Similarly in the case of local bodies, while the rates of total dearness allowance and interim relief admissible to the employees of Zila Parishads drawing pay up to Rs.104 are higher than those of Government employees, the rates admissible to the employees of Zila Parishads in the higher pay ranges are lower than those of Government employees. The rates of dearness allowance to employees of Nagar Mahapalikas, Nagar Palikas and other local bodies are also lower than those of Government employees in several pay ranges.

12. It would also be noticed that dearness allowance and interim relief at present admissible to employees in receipt of monthly pay up to Rs.500 have become an important component of their total emoluments. The balancing element of dearness allowance in the case of existing Class IV and III employees has now become disproportionately large and the present structure of emoluments has become somewhat irrational. Likewise the employees in higher pay scales are not satisfied in view of the fact that despite the grant of two or three instalments of interim relief, there is still considerable disparity in the amount of dearness allowance and interim relief admissible to them and to the employees of Central Government or to employees of some other States in identical pay ranges. A general revision of pay scales of different categories of employees was, therefore, necessitated having regard to the above disparity and the hardship caused to the employees of various categories and pay slabs, on account of a rise in prices. At the same time our objective has been to remove the disparities in the rates of dearness allowance admissible to the employees of the State Government and auxiliary bodies.

13. After having considerable thought and watching recent price trends, we have come to the conclusion that the price level is not likely to go below the level of year 1970-71 and, as already discussed in the Chapter on "Minimum Living Wage", we have framed our pay structure at the 1970-71 price level.

In accordance with the above discussions, the dearness allowance sanctioned on the basis of 12 monthly average of 218 points of the All-India Working Class Consumers' Price Index (Base 1949=100) has been neutralized in the new pay scales which have been devised by us for various categories of employees.

14. We recommend that the price rise above 218 points should be neutralised in the form of dearness allowance. Therefore, the interim relief granted to the State Government employees and the employees of local bodies and aided educational institutions, with effect from October 1, 1971, and August 1, 1972, with marginal adjustments, may now be paid as dearness allowance, with effect from August 1, 1972, the date of enforcement of revised pay scales, the rate being as follows:

<i>Pay slab</i>	<i>Amount of dearness allowance with effect from August 1, 1972.</i>		
<i>Rs.</i>			
Up to 209	...	...	14
210 to 399	...	...	18
400 to 499	...	...	20
500 to 1,250	...	...	24

with marginal adjustments.

15. The dearness allowance and the interim relief at present admissible to the teaching staff of the Universities and the aided Degree and Post-graduate Colleges, in respect of whom no recommendation for revision of the scales of pay at this stage has been made by us, may continue to be drawn by them until their scales of pay are revised by the Government on receipt of recommendations of the University Grants Commission.

16. No interim relief is being paid by the Central Government to their employees getting pay over Rs.1,250 (except for marginal adjustments) for price increases with effect from March 1, 1970, October 1, 1971 and August 1, 1972. Since

we are merging in our pay scales the interim relief sanctioned to the employees with effect from April 1, 1971 and March 1, 1972 (equal to the relief sanctioned by the Government of India with effect from March 1, 1970) and as no additional dearness allowance has been sanctioned by the Government of India to the employees drawing a salary above Rs.1,250 we also have not recommended any interim relief to the employees of State Government and others drawing pay above Rs.1,250. We have, however, taken into account the dearness allowance paid by the Central Government to their employees drawing a salary from Rs.1,250 to Rs.2,250 in proposing the pay scales of such employees of the State Government and others.

17. Having regard to the demand for allowing parity to the employees of the State Government and the employees of local bodies and aided educational institutions with the employees of the Central Government, as voiced by the vast majority of Service Associations in reply to our questionnaire, and the recommendations of Pay Rationalization Committee, Gajendragadkar Commission, One-Man Dearness Allowance Commission of the State Government and our own recommendations about grant of parity in the interim relief to be allowed to the State and Central Government employees, we recommend that any increase in the rates of dearness allowance/interim relief that may be allowed by the Government of India in future (i.e. after August 1, 1972) to their employees, on account of further rises in price level and the cost of living, may also be allowed to the State Government employees and the employees of local bodies and the aided educational and technical institutions at the same rates and up to the same pay slabs as given to the Central Government employees.



## CHAPTER X

### CITY COMPENSATORY ALLOWANCE

The City Compensatory Allowance is one of the important fringe or compensatory benefits. The basic purpose of the grant of city compensatory allowance is to neutralize the high cost of living in certain big and expensive cities which is not compensated by the grant of cost of living allowance/dearness allowance, which is allowed at uniform rates to all Government employees in different pay groups irrespective of the place of their posting. It is generally agreed that living in industrial, metropolitan and other heavily populated cities is somewhat more expensive than living in smaller cities. Prior to October, 1965, city compensatory allowance at the rate of Rs.2 p.m. in the cities of Lucknow, Kanpur, Allahabad, Naini Tal and Mussoorie, and at the rate of Re.1 p.m. in other district headquarters, was being paid to all inferior Government servants drawing pay from the Establishment Budget. The U. P. Pay Rationalization Committee recommended a city compensatory allowance at the rate of 5 per cent of pay, subject to a maximum of Rs.10 p.m. for all wholetime government servants drawing pay up to Rs.299 p.m. and posted in cities with a population of four lakhs and above. While implementing the above recommendation of the Pay Rationalization Committee, the State Government raised the pay limit to Rs.500 p.m. and allowed city compensatory allowance at the following rates in cities with population of four lakhs or more :

Name of city	Pay-range	Rate of city compensatory allowance
1	2	3
Kanpur Lucknow Allahabad	..	Up to Rs. 500 5 per cent of pay subject to a maximum of Rs. 10 p.m.
Agra Varanasi	..	Above Rs.500 Amount by which pay falls short of Rs. 510.

2. Later on, the Government employees working in the suburbs of the aforesaid cities were also sanctioned city compensatory allowance under G. O. no. G-I-1186/X-141-1965, dated July 25, 1968, on the ground that such employees working in suburban areas beyond city limits, had to reside in localities within city limits in view of the enormous difficulties in getting suitable houses in the townships which had sprung up in the neighbourhood of all big cities.

3. City compensatory allowance is also granted by the Government of India to its employees stationed in various cities at different rates. In the Government of India for the purpose of city compensatory allowance, the Urban areas have been classified under four categories, viz., 'A', 'B-1' and 'B-2' and 'C' on the basis of their population, the qualifying limits being 16 lakhs, 8 lakhs, 4 lakhs and 50,000 population respectively, but no city compensatory allowance is payable in Class "C" towns. The existing rates of city compensatory allowance are as under :

Class of City	Pay range	Rate of City Compensatory Allowance (according to basic pay range)
1	2	3
'A'--Bombay, Calcutta, Madras and Delhi.	Below Rs. 150	10 per cent of pay, subject to a minimum of Rs. 7.50 and maximum of Rs. 12.50.
	Rs. 150 and above.	8 per cent of pay subject to a minimum of Rs. 12.50 and maximum of Rs. 75.

Class of City	Pay range	Rate of City Compensatory Allowance (According to basic pay range)
1	2	3
'B-1'—Ahmedabad, Poona, Kanpur, Lucknow, Nagpur, etc.	Below Rs. 250	7½ per cent of pay subject to a minimum of Rs. 6 and a maximum of Rs. 15.
	Rs. 250 and above.	6 per cent of pay subject to a minimum of Rs. 15 and maximum of Rs. 50.
'B-2'—Madurai, Patna, Agra, Allahabad, Varanasi.	Below Rs. 620	5 per cent of pay subject to a minimum of Rs. 5 and maximum Rs. 10 (marginal adjustment up to Rs. 629).

4. The position regarding grant of city compensatory allowance, as it obtained during the year 1971, in respect of some other States, according to the information available with us, is indicated below :

Serial no.	State/City	Pay range	Rate of city compensatory allowance
1	2	3	4
1	Gujarat— Ahmedabad ..	Below Rs. 350	7½ per cent of pay subject to a minimum of Rs. 7 and maximum of Rs. 20.
		Rs. 350 and above.	6 per cent of pay with a maximum of Rs. 60.
2	Haryana : Chandigarh	Up to Rs. 390	12½ per cent of pay with marginal adjustments up to Rs. 438.75 p.m.
3	Punjab : Chandigarh ..	Up to Rs. 300	12½ per cent of pay.
4	Maharashtra :		
	(i) Bombay ..	Below Rs. 150	10 per cent of pay with a minimum of Rs. 7.50 and maximum of Rs. 12.50.
		Rs. 150 and above.	8 per cent of pay subject to a minimum of Rs. 12.50 and maximum of Rs. 75.
	(ii) Poona and Nagpur.	Below Rs. 250	7½ per cent of pay subject to a minimum of Rs. 6 and maximum of Rs. 15.
		Rs. 250 and above.	6 per cent of pay subject to a minimum of Rs. 15 and maximum of Rs. 50.
5	Mysore :		
	(i) Bangalore ..	Below Rs. 250	7½ per cent of pay subject to a minimum of Rs. 6 and maximum of Rs. 15.
		Rs. 250 and above but not exceeding Rs. 700.	6 per cent of pay subject to a minimum of Rs. 15 and maximum of Rs. 30.
		Above Rs. 700 but below Rs. 730.	Amount by which pay falls short of Rs. 730.

Serial no.	State/City	Pay range	Rate of city compensatory allowance
1	2	3	4
	(ii) Mysore, Kolar Gold Fields, Mangalore, Belgaun, Hubli-Dharwar.	Not exceeding Rs. 700. Above Rs. 700 but below Rs. 720.	4 per cent of pay subject to a minimum of Rs. 5 and maximum of Rs. 20. Amount by which pay falls short of Rs. 720.
6	Rajasthan : Jaipur	Below Rs. 500 Rs. 500 and above.	5 per cent of pay subject to a minimum of Rs. 5 and maximum of Rs. 10. Amount by which pay falls short of Rs. 509.
7	Madhya Pradesh : Bhopal, Indore, Jabalpur, Gwalior	Up to Rs. 600 Above Rs. 600	5 per cent of pay subject to a minimum of Rs. 5 and maximum of Rs. 30. Amount by which pay falls short of Rs. 629.
8	Tamil Nadu :		
	(i) Madras City and areas around the city at a distance not exceeding 32 kms. from the city limits.	Below Rs. 150 Rs. 150 and above.	10 per cent of pay. 8 per cent of pay subject to a minimum of Rs. 15 and maximum of Rs. 100.
	(ii) Madurai City and areas around it at a distance not exceeding 16 kms. from the city limits.	Below Rs. 800 Rs. 800 and above.	5 per cent of pay subject to a maximum of Rs. 30. Amount by which pay falls short of Rs. 830.

According to the information available at present, no city compensatory allowance is granted by West Bengal, Kerala and Bihar Governments to their employees.

5. The majority of the Service Associations, including the U. P. Class IV State Employees Federation, the U. P. Civil Service Association, U. P. Engineers Association, U. P. Provincial Medical Service Association and other associations of Class II Services, have demanded that city compensatory allowance should be allowed to the State Government employees on the pattern and rates allowed by the Central Government. The Federation of the Ministerial Services Association has demanded that city compensatory allowance in cities with population over 4 lakhs should be allowed at the rate of 10 per cent of the basic pay and in cities with a population of less than 4 lakhs at the rate of 5 per cent of the basic pay. The Lucknow University Employees' Association, has demanded grant of city compensatory allowance at the rate of 10 per cent of the basic pay. The U. P. Secretariat Association has demanded city compensatory allowance in all cities with a population of 2 lakhs and above at the rate of 10 per cent of the basic pay subject to a minimum of Rs.25 and maximum of Rs.75. The U. P. Technical and Drawing Staff Association has demanded that the city compensatory allowance should be allowed at the following rates :

For 'A' class cities	10 per cent of the basic pay with a maximum of Rs.50.
For 'B' class cities	7½ per cent of the basic pay with a maximum of Rs.40.
For 'C' class cities	5 per cent of the basic pay.

The Vice-Chancellor, Lucknow University, also suggested that the Pay Commission may consider the necessity of making recommendations with regard to City Compensatory Allowance and House Rent Allowance for the University employees on a priority basis.



6. We have carefully considered the question of grant of city compensatory allowance and are of the view that the present classification of cities on the basis of population is an easy and fair method of determining the suitability or otherwise for grant of city compensatory allowance to employees posted there. At present, the Government employees in KAVAL towns who are in receipt of a basic pay of Rs.500 or below, are entitled to a city compensatory allowance at the rate of 5 per cent of pay subject to a maximum of Rs.10 p.m. Having regard to the revised scales of pay proposed by us and the existing rates of city compensatory allowance admissible to Central Government employees and other State Government employees, we recommend that the government servants drawing pay up to Rs.750 p.m., from the establishment budget and posted in the cities of Lucknow, Kanpur, Agra, Allahabad and Varanasi, may be paid city compensatory allowance at the rate of 5 per cent of pay subject to a maximum of Rs.25 per month. The employees drawing pay above Rs.750 may be allowed as city compensatory allowance, the amount by which pay falls short of Rs.775 p.m.

---



सत्यमेव जयते

## CHAPTER XI

### PROJECT ALLOWANCE

The Project Allowance is in the nature of a compensatory allowance which is granted to the State employees in under developed and out of way places in connection with the construction of big irrigation and hydel projects because of lack of ordinary amenities such as housing, medical, educational, conveyance, etc. It is sanctioned just to compensate them for the extra personal expenditure which they usually incur for availing the ordinary facilities. It also serves as an inducement to the staff posted on such sites. Previously, Government had sanctioned suitable compensatory allowance to staff posted in Mirzapur district in connection with the construction of the Rihand Dam and to staff posted in some other project areas. The U. P. Pay Rationalization Committee, 1964-65 recommended that these allowances be termed as Project Allowances and be available for compensating expenditure and inconvenience at project sites situated at out of the way places and Government should constantly review them so that they could be withdrawn or reduced when the conditions under which they were sanctioned, were changed. That Committee further recommended that the Project Allowance should not be admissible to Class IV employees who should be recruited locally.

2. The project allowance in this State is now being granted to the Engineering, Medical, Administrative, Police, Clerical and Class IV staff, posted at the eight project sites, viz. Ram Ganga, Sharda subsidiary, Obra, Gandak, Yamuna, Telri Dam, Maneri Bhali and Haripura Reservoir Projects. The present rates of project allowance allowed by the State Government to the Engineering and other staff of Irrigation Department posted at the eight Projects mentioned above are indicated below :

Superintending Engineer and the Officers of his category.	Rs.150 per month.
Executive Engineer and the Officers of his category.	Rs.125 per mensem.
Assistant Engineer and the Officers of his category.	Rs.75 per mensem.
Overseers and the employees of his status or his category.	20 per cent of the pay subject to the condition that the amount of allowance would not exceed Rs.50.
Ministerial staff.	20 per cent of pay with the proviso that the amount to be sanctioned would not exceed Rs.30 per mensem.
Members of the Operating Staff.	20 per cent of the pay with the stipulation that the maximum amount to be allowed would not exceed Rs.30 per mensem.
Peons and other Class IV employees.	Rs.8 per mensem.

These rates apply in a modified form in case of the following categories of employees of Ram Ganga Project :

(i) All non-gazetted employees (excluding Class IV employees) who were posted on the project site before February 28, 1971, draw the same amount of allowance as they were drawing on February 28, 1971, subject to a maximum of Rs.70 p.m.

(ii) *Divisional Accountants (Selection Grade), Head Assistants (Chief Engineer's office)*—20 per cent of the pay subject to a maximum of Rs.70 per month.

(iii) *Divisional Accountants, Circle Head Assistants and Computers*—20 per cent of the pay subject to a maximum of Rs.50 p.m. The employees are getting this allowance in addition to various other facilities

like rent free residence, free transport, hospital and educational facilities (up to High School). The existing conditions laid down by the State Government for the admissibility of the project allowance are :

(1) This allowance will be discontinued as soon as the project has been completed.

(2) This allowance is admissible to only State employees drawing pay, including special pay, up to Rs.1,750 per month who stay at the project sites. It is not admissible to the employees who are stationed at district or Tahsil headquarters.

3. The project allowance is also granted by the Central and other State Governments to their employees. The Central Government allow a project allowance to the Class IV and Class III employees ranging from 25 per cent to 20 per cent of the pay and a fixed amount to the higher staff. No allowance is granted to officers of the Central Government drawing a pay including special pay, exceeding Rs.1,749 per mensem. According to the general principles set forth by the Government of India, the project allowance is to be granted to the Central Government employees as below :

PAY		RATE
Below Rs.100	...	25 per cent of pay
From Rs.100 up to Rs.300	...	20 per cent of pay
From Rs.301 up to Rs.500	...	20 per cent of pay subject to a minimum of Rs.62.50 and a maximum of Rs.85.
From Rs.501 up to Rs.600	...	Rs.100.
From Rs.601 up to Rs.699	...	Rs.120.
From Rs.700 up to Rs.1,299	...	Rs.125.
From 1,300 up to Rs.1,599	...	Rs.150.
From Rs.1,600 and above	...	Amount by which pay falls short of Rs.1,749.

4. The Second Central Pay Commission, while discussing the question of grant of project allowance, did not make any specific recommendation about the quantum of allowance on the ground that it was subject to periodical reviews and the allowance was liable to be reduced gradually as normal amenities and facilities become available. According to the information which could be made available to us, the project allowances at varying rates are given by the Governments of Andhra Pradesh, Tamil Nadu, Rajasthan, Maharashtra, Kerala, Orissa and Bihar. No such allowance is granted by the States of Madhya Pradesh, West Bengal, Jammu and Kashmir, Haryana and Assam.

5. Most of the Service Associations have offered no comments about the quantum of project allowance or about policy regarding the grant or continuance of this allowance. The service associations of the Public Works and Irrigation Departments have, however, made the following different suggestions for the grant of project allowance :

(1) Project allowance should be allowed to all Engineering staff posted at project sites.

(2) 20 per cent of the pay should be sanctioned as project allowance to all categories of staff.

(3) Project allowance should be sanctioned according to the nature of the duties.

(4) It should be given at the rate of 10 per cent of the pay.

(5) It should be given at the Central Government rates.

(6) It should be sanctioned at the rates of  $33\frac{1}{2}$  per cent of the pay subject to a maximum of Rs.100 p.m.

(7) It should be given at the rate of 10 per cent of the pay to the non-gazetted employees only.

(8) It should be allowed at the rate of 10 per cent of the pay to all class of employees.

(9) It should be abolished.

(10) It should be given to the staff of Development Blocks also.

The Uttar Pradesh Engineering Association, has suggested the following rates of allowance :

1. Junior scale Rs.150 p.m.
2. Senior scale Rs.200 p.m.
3. Selection grade Rs.250 p.m.

6. We have examined the matter in detail and are of the view that this allowance must, in the nature of things, be only a temporary feature. It is admissible to officers and staff posted on these Projects in the special circumstances of local discomfort and abnormal conditions of life prevailing at such remote sites and may continue under the present terms and conditions. The facilities regarding housing, medical, education, transport, etc. on the site of these big projects are being gradually increased and improved, and there is, therefore, no justification for any increase in the quantum of this allowance. Most of the employees will be benefitted by the general revision of the scales. Since we have not taken this allowance into account while determining the pay structure of the employees in general, we are not recommending its discontinuance. At the same time, we are of the view that the project allowances may continue for the present on existing terms and conditions and that there are no valid grounds for their enhancement.



## CHAPTER XII

### POST-GRADUATE PAY

According to the clarification received from Government in their letter No. G-I-2647/X-1971, dated November 19, 1971, we are also required to make recommendations in regard to post-graduate pay which is admissible to officers in certain technical departments. The post-graduate pay is treated as pay under the Fundamental Rule 9(21) of the Financial Handbook, Volume II, Part II.

2. Post-graduate pay is allowed at present in this State subject to certain restrictions, to doctors in the Medical and Public Health Department and to engineers in the Irrigation, Public Works, Local Self-Government Engineering, Agriculture Engineering and Technical Education Departments. In the Medical and Public Health Department, post-graduate pay is admissible to the doctors who hold the degree or diploma mentioned in para 3 below, excepting those who hold charge of administrative posts, such as Director, Deputy Directors, Medical and Health Services, etc. It is not admissible to teaching staff of Medical Colleges because this is one of the essential qualifications prescribed for them.

3. On the recommendations of the Uttar Pradesh Pay Rationalization Committee, the State Government had sanctioned the following rates of post-graduate pay in G. O. No. G-1840/X-213-1966, dated September 24, 1968 :

	Rs.
(i) For post-graduate diploma ...	50 per month.
(ii) For post-graduate Master's Degree ...	100 per month.
(iii) For Ph.D. ...	125 per month.
(iv) For D.Sc. ...	150 per month.

The post-graduate pay at the above rates is admissible only to those government servants who are drawing pay either in the old (pre-1965) scale of pay of Rs.250-700, Rs.250-850 and Rs.500-1,200 or in the new scales of pay of Rs.300-900, Rs.400-900, Rs.400-1,000 and Rs.600-1,250, subject to the condition that the basic pay plus post-graduate pay is not to exceed Rs.1,200 per month in the case of those drawing pay in the old (pre-1965) scale and Rs.1,250 per month in the case of those drawing pay in the new scales. The post-graduate pay is, however, not admissible to government servants who acquire or have acquired the post-graduate qualification at the expense of, or on a scholarship or fellowship from—

- (a) the State Government ; or
- (b) Government of India or any foreign Government on the sponsorship of the State Government ; and
- (c) any institution or organisation, Indian or foreign on the sponsorship of the State Government.

The grant of post-graduate pay is subject to the following two provisions :

- (i) that the grant of study leave or leave of any other kind as may be due, will not disqualify a government servant for the grant of post-graduate pay, provided the cost of passage to and from abroad is not financed or subsidised by the State or Central Government, Indian or Foreign Institute or organisation ;
- (ii) that expenditure borne by the State Government only up to the port of embarkation or disembarkation shall not disqualify a person from receiving the post-graduate pay.

Where a person holds two or more post-graduate qualifications, post-graduate pay is allowed on the highest qualification only.

4. In the Government of India new recruits to the Junior Scales of Class I Scientific and Engineering Services in the scale of Rs.400-950, are given one advance increment for every year of approved research (in the case of

technologists, specialised post-graduate training or experience being treated as equivalent to research), before entering service subject to a maximum of two such increments. The Second Central Pay Commission had expressed the view that delayed entry into service without a higher starting pay has been among the factors which deterred science graduates from taking to research. We have also tried to ascertain the position regarding grant of post-graduate allowance in other States, and it appears that no post-graduate pay is admissible to the employees anywhere except in the State of Kerala. In Kerala, on the recommendation of the Pay Commission, 1958, the post-graduate pay of Rs.100 per month admissible to Assistant Surgeons and Medical Officers was discontinued with effect from July 1, 1968, in the case of those who elected revised scales of pay, but it was allowed to continue in the case of those opting to retain their old pay-scales.

5. In the Memoranda sent to us or in the evidence tendered, most of the associations of employees of technical departments and educational institutions have pleaded that if a person acquired a post-graduate technical qualification during the tenure of his service, which is conducive to efficient discharge of his duties, he should be allowed some additional remuneration either in the form of post-graduate pay or advance increments. In their memorandum, the Provincial Medical Services Association, Uttar Pradesh has stated that post-graduation for a doctor means specialization which not only increase the knowledge of the person concerned, but also adds to his competence in a particular branch. This specialization needs very intensive practical work for at least four years and should be amply rewarded. This association has further stated that the existing rates of post-graduate pay were sanctioned about 25 years ago and since then have not been revised. It has suggested that the post-graduate pay may be raised as under :

*For Diploma holders—From Rs.50 to Rs.100.*

*For Degree holders—From Rs.100 to Rs.200.*

6. The Provincial Health Services Association, Uttar Pradesh has suggested that for post-graduate medical qualification acquired at any stage of the service, two advance increments may be allowed to officers and when such qualification is acquired.

7. The Director, Medical and Health Services has suggested that two advance increments may be allowed to post-graduate Diploma holders and four advance increments for post-graduate degree to new recruits as well as inservice doctors.

8. The Uttar Pradesh Engineers Association have in their memorandum stated that the basic qualification for recruitment to State Engineering Services is Bachelor's Degree in Engineering. With a view to encourage the serving Engineers to acquire post-graduate qualifications, the scheme of granting post-graduate pay was adopted by Government a few years back and that this extra pay was also admissible to the entrants who had, before entry, acquired the post-graduate qualifications. This was so because the Government stood to gain from their extra technical qualifications. Subsequently, the admissibility of the post-graduate pay was restricted to those persons who had acquired such post-graduate qualifications at their own expense and in which no financial commitment on the part of the Government was involved, although it was not discontinued in the case of those persons to whom the post-graduate pay had been sanctioned before the issue of the above amendment. In their view, the post-graduate degree/diploma pay should continue.

9. The Federation of Uttar Pradesh Technical and Scientific Service has demanded that the post-graduate pay for various post-graduate qualifications in different services should continue at the rates admissible to officers in the Central Services and should be admissible also at the maximum stage of the time-scale.

10. The Engineer-in-Chief, Irrigation Department, has suggested that post-graduate pay should be given to technical and scientific staff of the State Government, local bodies, and technical institutions at the same rates as is admissible to Central Government staff working on equivalent posts.

11. The Chief Engineer, Public Works Department, feels that if the Government wants to encourage acquisition of advance technical knowledge, which is bound to be in public interest, the incentive in the form of post-graduate pay should be continued. In his view, there is justification for its continuance even beyond the salary of Rs.1,250 per month, because a person in possession of advance technical knowledge will not cease to apply such a knowledge in the performances of duties once he reaches the salary of Rs.1,250 per month. The incentive provided to him up to the salary of Rs.1,250 per month, therefore, should not be withdrawn when he crosses the above pay limit.

12. The Chief Town and Country Planner has also suggested that post-graduate pay should be given to technical and scientific staff no matter whether the post-graduate qualification is acquired at Government expense or at one's own expense.

13. We have given careful consideration to the matter and find that the post-graduate pay was granted as an incentive to those in service to acquire post-graduate qualifications. The position has improved considerably now and there is no dearth of medical and technical personnel with higher qualifications in specialised subject. It cannot, therefore, be argued that only extra remuneration would attract highly qualified persons or induce others to acquire higher qualifications. Those who possess higher qualifications acquire an edge over others in securing job and an additional concession for having a higher qualification after entry into service will be a double advantage. The real point for consideration is whether the scale of pay for the post is adequate enough to attract persons even with higher qualifications. The pay scales devised by us for Class II and Class I services of the State, which include Engineering, Medical and Technical Education Services, are as a matter of fact generous, and should be able to attract talented people. We are, therefore, of the opinion that no post-graduate pay need be sanctioned in future. Those already getting such pays may, however, continue to get the same till they reach the salary of Rs.1,250 per month. It follows from above that there is no case whatsoever for enhancement of the existing rates of post-graduate pay.

14. While making the above recommendations we are of the opinion that as in Government of India, new recruits to the Engineering, Medical and other Technological services may be allowed one or two advance increments at the time of entry into service if they have previously carried out any approved research work in their subject.

नमो भगवते वासुदेवाय

## CHAPTER XIII

### COMPENSATORY ALLOWANCE TO THE OVERSEERS OF THE IRRIGATION DEPARTMENT

Our terms of reference require us to consider the question of grant of certain specific allowance also which are of a compensatory nature, such as City Compensatory Allowance, Project Allowance, High Altitude Allowance, etc. The allowance demanded by the Overseers of the Irrigation Department is also a compensatory allowance, as it was allowed to them primarily because they were required to live in rural areas and consequently were deprived of normal civic amenities available in towns and cities.

2. This matter has been examined by us. We have been informed that prior to April 1, 1965, the overseers of the Subordinate Engineering Service were allowed a compensatory allowance of Rs.25 per month in accordance with Rule 26 of the U. P., P. W. D., (I. B.), Subordinate Engineering Services Rules, 1951, reproduced below :

"26. *Compensatory Allowance*—In addition to the pay which may be drawn under Rule 22, each person appointed to the service shall receive a compensatory allowance of Rs.25 per mensem.

NOTE—The compensatory allowance has been sanctioned because overseers in the Irrigation Branch have to lead a rural life and are consequently deprived of the amenities available in towns and cities."

(This rule has not yet been deleted or amended)

3. The Pay Rationalization Committee recommended a common pay-scale of Rs.175—300 for overseers of the Irrigation, Public Works and other departments and at the same time recommended discontinuance of the aforesaid compensatory allowance of Rs.25 per mensem admissible to the overseers of the Irrigation Department. The Subordinate Engineering Service Association in its memorandum to the U. P. Pay Commission, have stated that the above compensatory allowance of Rs.25 per mensem was being paid to them in accordance with the provision in their service rules and as such formed part and parcel of the terms and conditions of their service. The memorandum further stated that this compensatory allowance was paid to them in view of their having to lead a rural life, and being deprived of the normal amenities available in cities, it was not a source of profit to them. The above association has also submitted that the Chief Engineer, Irrigation Department, had recommended to Government several times to enhance the compensatory allowance from Rs.25 to Rs.50 per month to the Overseers of the Irrigation Department, as had been in the case of Engineering Subordinate Staff of the Hydel Department. The Association has stated that a compensatory allowance at the rate of Rs.50 is justified in view of the high cost of living.

4. It has been reported to us that the overseers of the Irrigation Department are already being allowed project compensatory allowance at the following rates at the sites of major Irrigation Projects :

Sharda Sahayak Gandak Yamuna Valley, Obra Thermal	'A' ...	Twenty per cent of the pay subject to a maximum of Rs.50 per month.
---	---------	---

Ranganga	'A' ...	Twenty per cent of the pay subject to a maximum of Rs.50 per month. The Overseers who were posted on the Ranganga project site before February 28, 1971 are entitled to draw the same amount of allowance as they had been drawing on that day subject to a maximum of Rs.70 per month.
----------	---------	---

5. We have given careful consideration to the demand of Overseers of the Irrigation Department in its various aspects. Prior to the determination of a common pay scale of Rs.175—300 from April, 1965, on the recommendation of the Pay Rationalization Committee, the scale for the Overseers of Public Works, Irrigation and other Departments, was the same and yet the Overseers serving the Irrigation Department, only received a compensatory allowance of Rs.25



per month. Those special reasons for giving compensatory allowance to the Overseers of the Irrigation Department still apply today. We feel that in view of the nature of the duties the overseers of Irrigation Department are required to perform in rural areas, they are entitled to a compensatory allowance. In the overall analysis, we recommend that a compensatory allowance of Rs.25 may be sanctioned to the Overseers of the Irrigation Department posted in areas other than District and Tahsil Headquarters and Municipal Towns, and the existing Rule 26 may be amended so as to provide that this allowance is not to be allowed to those Overseers of the Irrigation Department who are already in receipt of Project or Site Compensatory or Investigation and Planning Allowance. The Overseers of the Public Works Department and other Department would also not be entitled to get this compensatory allowance of Rs.25 per month because they are not usually required to reside in rural areas, and also because they have not been receiving it in the past.



सत्यमेव जयते

## CHAPTER XIV

### RESEARCH, INVESTIGATION, PLANNING AND DESIGN

#### SPECIAL PAYS/ALLOWANCES

We have been required by the Government in G. O. No. G-I-2647/X-1971, dated November 19, 1971, to review the special pays where admissible for Research, Investigation, Planning and Design work.

2. In Uttar Pradesh special pay under Fundamental Rule 9 (25) of the Financial Handbook, Volume II, Part II, is sanctioned to several categories of Engineering and other staff in Irrigation, Public Works, Local Self-Government Engineering, and Agriculture Departments working on Research, Investigation, Planning and Design jobs. In the Irrigation and Public Works Departments, the staff engaged on Design work is sanctioned special pay at the following rates :

	Rs.
(a) Superintending Engineer ... ..	150
(b) Executive Engineer ... ..	100
(c) Assistant Engineer .. ..	50
(d) Architect (Public Works Department) ... ..	150
(e) Assistant Architect (Public Works Department) .. ..	50

In the Irrigation Department, the staff engaged on Investigation and Planning work is allowed special pay at the following rates :

	Rs.
(a) Superintending Engineer ... ..	150
(b) Executive Engineer ... ..	100
(c) Assistant Engineer ... ..	50
(d) Overseers, Electrical and Mechanical Supervisors and other field staff. ... ..	15 per cent of their basic pay.

In the Local Self-Government Engineering Department, the staff engaged on Project Design, Special Survey and Investigation work is allowed special pay, as under :

	Rs.
(a) Executive Engineer ... ..	100
(b) Assistant Engineer ... ..	50

In the Agriculture Department, special pay of Rs.50 p.m. is allowed to the Assistant Director, Soil Conservation Research and Training engaged on research and training work.

3. The Government of India, Ministry of Finance (Department of Expenditure), have informed us that they have not sanctioned any of these allowances to their employees. According to them, when a pay-scale is prescribed for a post, it is done with reference to the duties and responsibilities attached to it and once the scale is prescribed, there can be no question of granting any such allowance or special pay on grounds of nature of duties and responsibilities.

4. From the information available with us, it appears that no Design, Research or Investigation and Planning Allowance is admissible to the employees of the State Governments of Madhya Pradesh, Tamil Nadu, Rajasthan, and Gujarat. In Punjab, a special pay of Rs.50 is allowed to Executive Engineers and Assistant Engineers of the Irrigation Department engaged on Design work. In Orissa no Design Allowance is paid but Survey and Investigation Allowance is being paid to officers and staff who are exclusively engaged on survey or investigation works

relating to Irrigation, Drainage, Flood Control and Electrical Transmission Schemes, at the following rates :

Executive Engineer	...	20 per cent of pay subject to a maximum of Rs.125 p.m.
Assistant Engineer	...	20 per cent of pay subject to a maximum of Rs.100 p.m.
Classes III and IV Staff		20 per cent of pay subject to a maximum of Rs.100 p.m.

In Kerala, Investigation and Research Allowances are being paid to the officers and staff doing Investigation work at rates varying from Rs.75 to Rs.130 and Research work at rates varying between Rs.50 and Rs.90 for different pay ranges below Rs.100 and from Rs.100 to Rs.600 and above.

In Bihar, special pays are allowed to certain categories of officers and staff engaged on Design, Investigation, Research and Planning work. The rates differ from the post to post, but usually they are 20 per cent of pay with a minimum of Rs.75 p.m. to a maximum of Rs.150 p.m. for posts in the scale of Rs.1,200-1,700 down to scale of Rs.325-925, with lower limits for posts in lower scales of pay.

5. The Chief Engineer, Public Works Department, U. P., has suggested that the Design Investigation and Planning allowances should continue. The Chief Engineer, Rural Engineering and Minor Irrigation has, however, suggested that no Project, Design or Investigation and Planning allowances should be allowed. The Chief Town and Country Planner has suggested that normally no special pay should be allowed. It should be sanctioned only where an employee is performing duties and responsibilities of more than one post. The Uttar Pradesh Engineers Association has demanded the grant of allowances for Design, Investigation and Planning work at the following rates :

	Rs.
For Junior scale	... 150 p.m.
For Senior scale	... 200 p.m.
For selection grade	... 250 p.m.

The Joint Secretary, Indian Institute of Architects, has said that the existing rates of Design Allowance are inadequate.

6. We have carefully considered this question. Although designing, planning and investigation work is an integral part of the work of engineering personnel, the fact that a special type of aptitude, talent and efforts are required for planning, investigation and designing of important projects cannot be overlooked. The case of engineering and other technical personnel who have not been recruited for research work, but are engaged on it at approved departmental research stations or centres, is also similar. The engineering and other technical personnel engaged in these types of work are required to be well-versed in the latest developments in technology and maintain a high standard of professional competence. We are, therefore, of the view that it is desirable to continue the grant of special pays for research, planning, investigation and design work, wherever admissible, but we are not in favour of enhancing the rates of such special pays or allowances over the rates at present in force. Further, while a special pay or allowance for research work would evidently not be admissible to a person who is recruited as research officer or primarily for research work, we are of the opinion that allowances at the rates at present allowed for design work in the Irrigation and the Public Works Departments may be given for Research work also to only those cadre officers who are engaged exclusively on research work at approved departmental research stations or centres or on approved research projects. Similarly, the Planning, Investigation and Design Allowance may be allowed only to those cadres technical officers and overseers of the Irrigation, Public Works and Local Self-Government Engineering Departments who are engaged exclusively on planning and investigation or designing of major irrigation, power, industrial, roads and buildings projects involving construction of major bridges, intricate structures and in which large scale and detailed survey investigation and planning are likely to lead to efficient

and timely execution of projects at economic cost. Thus, the rates uniformly applicable in the Irrigation, Public Works and Local Self-Government Engineering Departments for research or 'design' or planning and investigation work may be as follows :

			Rs.
Superintending Engineer	...	...	150
Architect (P. W. D.)	...	...	150
Executive Engineer	...	...	100
Assistant Engineer	...	...	50
Assistant Architect (P. W. D.)	...	...	50
Overseer Electrical and Mechanical Supervisor	...	...	40
Other field staff	...	...	15 per cent subject to a maximum of Rs.25.

In Agriculture Department if the Assistant Director, Soil Conservation Research and Training is primarily recruited in that capacity for research work he will not be entitled to the special pay which is at present attached to the post but if he is an officer recruited to the ordinary cadre of Agriculture Officers and is specially selected subsequently for the job, he may be allowed the existing special pay. Suitable rules for payment of such allowances may be made by the Government so that such payments may work as effective incentive for better work, more intelligent application and greater devotion to duty in this field.



सत्यमेव जयते

## CHAPTER XV

### SPECIAL PAY, HIGH ALTITUDE ALLOWANCE ADMISSIBLE TO GOVERNMENT SERVANTS ETC. POSTED IN UTTARAKHAND DIVISION AND OTHER HILL DISTRICTS

Well before the constitution of the U. P. Pay Commission, Government had decided that the matters relating to the grant of Border Special Pay in the districts of Pithoragarh, Chamoli and Uttarkashi and those relating to the grant of High Altitude Allowance in other hill districts should, in due course, be entrusted to the U. P. Pay Commission. Accordingly after the constitution of the Pay Commission, it was clarified by the Government in the Finance Department, vide their letter No. G-I-2371/X-1971, dated October 23, 1971, that the Pay Commission was also required to consider the question, among others, about the grant of Special Pays sanctioned in Hills Border districts in consideration of the special conditions prevailing in Uttarakhand Division and continuance at the existing rates or otherwise of the High Altitude Allowance sanctioned to employees posted at places situated at a height of 5,000 ft. and above. Subsequently in their letter No. G-I-1049/X-1972, dated July 1, 1972, the Finance Department have made a further reference to the Pay Commission about the desirability of the revival of the grant of 'Hill Allowance' to the employees working in hill districts and have suggested that the question of Hill Allowance being granted to these employees again may also be considered sympathetically by the U. P. Pay Commission.

2. We will first take up the question of Border Special Pay. With the creation of Uttarakhand Division in 1960, Government sanctioned with effect from April 1, 1960 vide G. O. No. 2863/XXV-CX-B-60, dated August 5, 1960, certain special concessions, including the special pay sanctioned at the following rates in lieu of compensatory allowance, to their employees posted in Uttarakhand Division :—

Class of Government servants	Government servants whose headquarters are situated within the four border blocks of Dharchula, Munshiari, Joshimath and Bhatwari (except the District headquarters of Uttarkashi).	Government servants whose headquarters are situated in other areas of the Uttarakhand Division and at the district headquarters of Uttarkashi.
1	2	3
(a) Government servants holding posts in the scales of pay higher than the Junior State Service scale.	Special pay of $33\frac{1}{3}$ per cent of basic pay subject to a minimum of Rs. 200 and a maximum of Rs. 400.	Special pay of $33\frac{1}{3}$ per cent of the basic pay, subject to a minimum of Rs. 200 and a maximum of Rs. 400.
(b) Government servants holding posts in the Junior State Service scales or equivalent scales.	Special pay of Rs. 200 or $33\frac{1}{3}$ per cent of basic pay, whichever is higher subject to a maximum of Rs. 250.	Special pay of $33\frac{1}{3}$ per cent of the basic pay, subject to a minimum of Rs. 125 and a maximum of Rs. 250.
(c) Government servants in the Subordinate Services (Gazetted and non-Gazetted).	Special pay of 100 per cent of basic pay subject to a minimum of Rs. 50 and a maximum of Rs. 200.	Special pay of $33\frac{1}{3}$ per cent of basic pay, subject to a minimum of Rs. 50 and a maximum of Rs. 150.
(d) Inferior Government servants.	Special pay of 100 per cent of basic pay subject to a minimum of Rs. 30.	Special pay of Rs. 25.

3. We are informed that the border special pay was sanctioned in consideration of the special conditions then prevailing in the area, such as the lack of transport facilities, extra cost of living, lack of suitable residential accommodation

and other civic amenities, arduous living and similar other difficulties, so that the employees could welcome their posting in such areas and the implementation of the developmental activities initiated in the Division did not suffer. It was initially contemplated that these concessions, including the special pay in question, would be discontinued once the area had been developed to a reasonable standard and for that purpose, the situation would be reviewed periodically. In the first instance, the above sanction was accorded for the period ending March 31, 1962 and later on continued up to March 31, 1968 at the rates at which it was sanctioned originally in 1960.

4. In order to review the position about the continuance of this allowance beyond March 31, 1968, the then Chief Secretary toured Pithoragarh District to make a spot study and expressed the view that the cost of living in the area was higher not only in comparison to the cost of living in the plains but also with that prevailing in other hill districts of Naini Tal, Almora, Pauri, Tehri and Dehra Dun. He, therefore, recommended the continuance of the special pay in the Border districts, but for financial reasons, proposed that the rates of the special pay might be curtailed to some extent. Accordingly, revised rates of special pays as under were enforced with effect from April 1, 1968 under Government order No. 18/1 (1) 28-Ka-65, dated March 29, 1968 :

Class of Government Servants	Headquarters of the Government Servants and the rates of special pay sanctioned therefor	
	Four Development Blocks of Dharchula, Munshiari Joshimath and Bhatwari (except the District Headquarters of Uttarkashi)	Other areas in Uttarakhand and headquarters of District Uttarakashi
1	2	3
(a) Government servants holding posts in the scales of pay higher than the Junior State service scale.	25 per cent of basic pay subject to a minimum of Rs. 150 and a maximum of Rs. 300 per mensem.	20 per cent of basic pay subject to a minimum of Rs. 150 and a maximum of Rs. 300 per mensem.
(b) Government servants holding posts in the Junior State Service or equivalent Scale.	25 per cent of basic pay or Rs.150 p.m., whichever is greater, subject to a maximum of Rs.175 per mensem.	25 per cent of basic pay subject to a minimum of Rs.100 and a maximum of Rs.175 per mensem.
(c) Government servants in the subordinate services (gazetted and non-gazetted) and the Class IV Government servants not included in category (d) below.	75 per cent of basic pay subject to a minimum of Rs.40 and a maximum of Rs.150.	25 per cent of basic pay subject to a minimum of Rs.40 p.m. and a maximum of Rs.125 per mensem.
(d) Class IV Government servants the maximum of whose revised scale of pay does not exceed Rs.80.	100 per cent of basic pay subject to a minimum of Rs.25 per mensem.	Rs.20 per mensem.

5. The above rates were also allowed to the employees of Antarim Zila Parishads of the Border Districts with effect from June 1, 1969.

6. The question of making a further cut in the rates of the above special pay was again considered by Government in 1970 and the views of the District Magistrate, Pithoragarh, Chamoli and Uttarkashi, were invited on the subject. The District Magistrates, Chamoli and Uttarkashi, strongly opposed the idea of making any further curtailment in the rates of the Border Special Pay as according to them the border districts continued to be very remote, say 100 to 150 miles, from rail heads and the essential commodities were still very costly. They further pleaded that the lack of proper educational facilities in the area compelled

the officials to maintain double establishments and the higher altitude of the places necessitated the use of costly woollens, etc., throughout the year. The Border Development Department, agreeing with the views of the District Magistrates and seeing the difficult and peculiar conditions in the border districts, are of the opinion that it would not be in the fitness of things to discontinue the special pay until the close of the Fourth Plan period.

7. The Hill Development Board have also emphasised that in view of the high cost of living in the hill districts, the Border Special pay may be allowed to continue at the existing rates and its nomenclature may be changed as HILLS ALLOWANCE. The Commissioner, Garhwal Division, is of the opinion that the height at which the Headquarters of the officials are situated, is not of much consequence and that the difference of treatment between the border districts of Pithoragarh, Chamoli and Uttarkashi on one hand and the other five hill districts of Naini Tal, Almora, Pauri, Tehri and Dehra Dun on the other, should be done away with. He also expressed the view that the High Altitude Allowance sanctioned to the employees in other hill districts not falling in former Uttarakhand Division, is quite insufficient and fails to provide requisite relief to the employees. In his opinion, it is also not advisable to restrict the admissibility of the High Altitude Allowance to four months from November to February for the places at a height of more than 5,000 feet. He suggested that the allowance may be granted at a uniform rate of 25 per cent of pay throughout the year to all employees posted in hill districts irrespective of the height at which the headquarters of government servants are situated or whether the place falls in Uttarakhand Division or not. More or less similar views have been expressed by most of the District Magistrates of the hill districts and the Commissioner, Kumaun Division, also. The President, Nagarpalika, Pithoragarh, strongly pleaded that like government servants and the employees of the Antarin Zila Parishad, the employees of the Nagarpalika Pithoragarh, should also be allowed special pay. Similar point has been raised by the Madhyamik Shikshak Sangh, Pithoragarh, in favour of the employees of the aided educational institutions of Pithoragarh District.

8. We have examined the admissibility of the above mentioned special pay and are of the opinion that the employees of the local bodies should not be given the special pay and the special pay allowed at present to the employees of Antarin Zila Parishads may henceforth be discontinued. We are also of the opinion that the State Government employees may be allowed the special pay at the following rates in the districts of Pithoragarh, Chamoli and Uttarkashi :

Class of Government servants	Headquarters of the Government servants and the rates of special pay sanctioned therefor	
	Four Development Blocks of Dharachula, Munshiari, Joshimath and Bhatwari (except the District Headquarters of Uttarkashi)	Other areas in Uttarakhand and headquarters of District Uttarkashi
1	2	3
(a) Government servants holding posts in scales of pay higher than the Junior scale of pay of the State Services.	25 per cent of basic pay, subject to a minimum of Rs.150 and a maximum of Rs.300 per mensem.	20 per cent of basic pay, subject to a minimum of Rs.150 and a maximum of Rs.300 per mensem.
(b) Government servants holding posts in the Junior scales of pay of State Services or equivalent scale.	25 per cent of basic pay or Rs. 150 p.m., whichever is greater, subject to a maximum of Rs.175 per mensem.	20 per cent of basic pay subject to a minimum of Rs.100 and a maximum of Rs.175 per mensem.
(c) Government servants in the subordinate services (gazetted and non-gazetted) and the Class IV Government employees.	25 per cent of basic pay subject to a minimum of Rs.40 and a maximum of Rs.150.	20 per cent of basic pay subject to a minimum of Rs.40 per mensem and a maximum of Rs.125 per mensem.

9. We do not recommend the grant of border special pay to the Government employees in the other hill districts.

10. We will now deal with High Altitude Allowance. On the recommendations of the Pay Rationalization Committee a compensatory allowance known as 'High Altitude Allowance' was allowed to government servants with effect from August 1, 1965 vide G. O. No. G-I-1555/X-141-1965, dated October 16, 1965. This allowance was sanctioned for four winter months viz. November to February only to the employees drawing pay up to Rs.900 per mensem, and posted at an altitude of 5,000 feet or above, at the rate of 5 per cent of pay, subject to a minimum of Rs.5 per mensem and a maximum of Rs.30 per mensem. The High Altitude Allowance is not admissible to government servants posted in the districts of Uttarkashi, Chamoli and Pithoragarh, for so long as the special pay referred to in earlier paragraphs continued to be paid to them. With effect from the date of introduction of High Altitude Allowance viz. August 1, 1965, the hill and winter allowances were discontinued.

The U. P. Ministerial (Collectorate) Employees Association made the following demands through the Secretary, Board of Revenue :

- (i) the High Altitude Allowance may be paid in all hill districts (except the Border districts) irrespective of the altitude at which the government servant is posted ;
- (ii) the allowance may be paid throughout the year and not only during the four winter months ; and
- (iii) the allowance may be paid to the extent of 25 per cent of pay of the government servant.

The Commissioner, Kumaon Division has also endorsed the above mentioned demands of the U. P. Ministerial (Collectorate) Employees Association and has expressed the view that the quantum of this allowance should be adequate. In his reply to the questionnaire, the Commissioner, Kumaon Division has suggested that this allowance should be paid at the rate of 5 per cent of pay upto an altitude of 40,000 feet, at the rate of 10 per cent of pay at an altitude of 4,000-6,000 feet, and at the rate of 15 per cent of pay in places at an altitude of more than 6,000 feet. The Commissioner, Garhwal Division has expressed the view that the High Altitude Allowance is very meagre to compensate the employees of the hill districts for higher cost of living and other difficulties, and the difference of treatment obtaining at present between the Government servants posted in the Border districts and those stationed in other hill districts, is also not very justifiable. He, therefore, suggested that this allowance should be paid throughout the year in all the hill districts, including the Border districts, at a uniform rate of 25 per cent of pay. The majority of the District Magistrates are also in favour of the rates of this allowance being increased and its payment throughout the year.

11. In this connection we would like to deal with the question of Hill Allowance also. Since the year 1920, Hill Allowance was admissible throughout the year at the following rates to non-gazetted Government servants drawing pay not exceeding Rs.75 per mensem and posted in the districts of Naini Tal, Almora and Garhwal and at Mussoorie in Dehra Dun district :

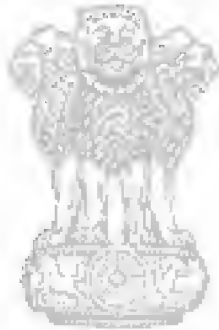
- (i) Pay up to Rs.34 p.m. ... 25 per cent of pay.
- (ii) Pay between Rs.35 and Rs.44 p.m. ... Rs.10 p.m.
- (iii) Pay between Rs.45 and Rs.65 p.m. ... Rs.11 p.m.
- (iv) Pay between Rs.66 and Rs.75 p.m. ... Rs.12 p.m.

The non-gazetted Government servants posted in the area whose pay exceeded Rs.75 p.m., were allowed to draw winter allowance at the rate of 25 per cent of their pay but this allowance was admissible to them only during the winter months from November to March. Both of these allowances were however, withdrawn with effect from August, 1951 but Government servants who were already in receipt of these allowance on that date, were allowed to continue drawing them for so long as they remained posted in the areas where the allowances were admissible.



12. We have considered over the matter and are of the opinion that in view of the proposals which we have made elsewhere about the revision of the Class II scale from Rs.300—900 to Rs.550—1,200, the High Altitude Allowance should be allowed to the government servants drawing pay up to Rs.1,200 p.m. and posted at an altitude of 4,000 feet or above at the rate of 5 per cent of pay subject to a minimum of Rs.12 per mensem and a maximum of Rs.50 per mensem. This allowance should be paid for four months during a year—November to February.

In view of our recommendations, which we have made above, we do not consider it necessary to recommend the revival of Hill Allowance.



सत्यमेव जयते

## CHAPTER XVI

### GRANT OF NON-PRACTISING ALLOWANCE TO GOVERNMENT DOCTORS

We are required to consider the question of non-practising allowance admissible to Doctors etc., when posted in non-practising charges. We have taken necessary decision as to the pay scales which would be admissible to the Pradesh Medical Service and Pradesh Health Service. It has also been decided to recommend a special grade to the extent of about 10 per cent of the permanent posts in the selection grade of the P. M. S. (Men) and P. H. S. (Men).

2. Although the question of allowing private practice or the grant or otherwise of non-practising allowance in lieu thereof, had been informally discussed in one of the meetings of the Commission held in September, 1972, it was decided then that this matter may be discussed in detail after a comprehensive note on the subject has been prepared.

3. Under the provisions of Government Servants Conducts Rules, all government servants, except where specially permitted, are prohibited from undertaking any private job even beyond their working hours. Apart from teachers, who are allowed to take up tuition work, this restriction has been relaxed in the case of Medical Officers and some other posts of allied categories.

4. The institution of private practice so far as Doctors of the Medical Cadre are concerned, is very old. The Doctors posted in the Public Health Cadre are, however, not permitted to have private practice. Since the scales of pay of Doctors in the Medical and the Public Health Cadre are the same and officers mostly in the Medical cadre are allowed private practice, a non-practising pay or allowance has been provided for those in the Public Health Cadre as well as for those in the Medical Cadre who are not allowed to do private practice.

5. Under the existing orders of the State Government, the following scales of pay and rate of non-practising allowance/pay are admissible to the Doctors of the State Government in this State :

*P. M. S. Ordinary Grade*—In the pay-scale of Rs.300–900 plus a non-practising allowance of 25 per cent of pay on non-practising charges, subject to a minimum of Rs.75 and maximum of Rs.200 per month.

*P. M. S. Selection Grade*—In the scale of Rs.600–1,250 with non-practising allowance of 25 per cent of pay on non-practising charge, subject to a minimum of Rs.75 and maximum of Rs.200 per month.

*Director, Medical and Health Services*—In the scale of Rs.2,000–2,250, no non-practising allowance is admissible.

*Additional Director*—No non-practising allowance admissible.

*P. H. S. Ordinary Grade*—Twenty-five per cent of pay subject to a minimum of Rs.75 and maximum of Rs.200 per month.

*P. H. S. Selection Grade*—Twenty-five per cent of pay subject to a minimum of Rs.75 and maximum of Rs.200 per month.

*Principal, Medical College*—No non-practising allowance is admissible.

*Professor*—Twenty-five per cent of pay subject to a minimum of Rs.300 and a maximum of Rs.400 on non-practising posts.

*Reader*—Twenty-five per cent of pay on non-practising posts.

*Lecturer*—Twenty-five per cent of pay on non-practising posts.

6. The views of various Service Associations, Heads of Departments and Secretaries to Government were invited about this matter through the following question :

“Have you any suggestion to make regarding the conditions of eligibility or quantum of the non-practising allowance ?”

Very few Service Associations and officers have sent their views on the subject.

7. Some non-medical Service Associations have represented that their members may be permitted to do private work, in spare time to supplement their income on the analogy of the permission given to the doctors for private practice or a non-practising allowance paid in lieu thereof. It has been contended that if the Doctors who are as much full-time officers of the State Government as others, are permitted to undertake private practice, there is hardly any justification to prohibit Government Officers in other Departments from supplementing their income by doing extra work during spare time. Some of the Associations have also urged for the abolition of private practice on the following grounds :

- (1) A government servant cannot claim the right of private practice.
- (2) Doctors permitted to undertake private practice often neglect their normal duties during normal hours.
- (3) Unhealthy discrimination has been made between those who are doing private practice and those who are not.
- (4) The only point which may be urged in their favour is that they have to spend a somewhat longer period in acquiring the necessary professional qualification as compared to persons in other technical services, but this itself may not be a ground to permit them to do private practice or give them an allowance in lieu thereof for years to come.

8. The Service Associations, directly concerned with the medical profession have suggested that the practice of grant of non-practising allowance should be continued and they have demanded the non-practising allowance at the following rates :

(i) *Indian Medical Association, U. P. Branch*

This Association has suggested that a non-practising allowance at the rate of 50 per cent of the pay with a maximum of Rs.750 should be allowed to all Medical Officers debarred from private practice, including the Additional Director of Medical and Health Services.

(ii) *P. M. S. Association of Uttar Pradesh*

The Association has demanded a non-practising allowance at the rate of 50 per cent of the pay subject to a maximum of Rs.600 per month as admissible under the Central Government. According to this Association, the allowance should be given to all grades of posts in the Medical Department. It has advanced following reasons in support of its above demands :

- (a) At the time of recruitment, privilege of private practice was allowed. This privilege of private practice to medical profession is allowed all-over the world.
- (b) In Medical Services of other departments like Railway, C. G. H. S. and Army, etc., non-practising pay, at much higher scales is granted for withholding the privilege of private practice.
- (c) Non-practising pay is allowed in Public and Health Services and so P. M. S. should also get non-practising pay.
- (d) The average income of a private practitioner is much more than the pay-scales admissible or offered to those doctors who take up Government service. Unless the disparity is compensated talented doctors will not be attracted to service. This is amply justified by the large number of Doctors who have resigned in last two years and either set up private practice or joined the Central Health Services or settled in foreign countries.

(iii) *Uttar Pradesh Health Service Association*

It has suggested that the officers of the Public Health Department should continue to get a non-practising allowance/pay. It has also suggested that the rate of allowance/pay should be 50 per cent of the pay with a minimum of Rs.150 per month without fixing any higher limit for the said allowance/pay.

(iv) *Indian Dental Association, U. P. Branch*

This Association has also demanded a non-practising allowance at the rate which may be allowed to other Medical Officers.

The Director, Medical and Health Services suggested in the course of his evidence before the Pay Commission that private practice of Government Doctors should be stopped according to a "phased" programme starting from the Medical Colleges and non-practising pay at the rate of 50 per cent of the basic salary should be paid to the Doctors in lieu thereof. He felt that unless this was done it would not be possible to stop private practice. He further expressed the view that the establishment of "Pay Clinics" would also solve the problem to a great extent. The Secretary, Medical Department, has stated that the Government policy is to stop private practice completely, as the Government resources are being misused to increase private practice, and there is difficulty in transfer and posting of the doctors because private practice at different places is of different levels.

9. The Third Pay Revision Committee set up by Bihar Government has criticised the existing practice of grant of non-practising allowance or the permission to undertake private practice, to the Government doctors in the following terms :

\* \* \* \* \*

"The institution of private practice, thus came into being mainly as a matter of expediency. The ills of this institution, however, have been engaging the attention of the Government and the public for a long time now. It is pointed out that if a Government doctor was to give full attention to the work in his charge, he would hardly have any time left for private practice. It is also argued that the facility of private practice leads to abuse inasmuch as proper treatment and attention is given only when the patients approach Government doctors as their private patients ready to pay the fees. The scope of private practice differs from place to place and job to job. This leads to avoidable heart burning among the members of the Health Service, for some happen to remain in posts with a better scope of private practice for a long time, while others do not get such chance. The existence of this facility for Government Doctors has also prompted the other professional categories of Government servants such as Engineers and Architects to claim similar privilege."

The Third Pay Revision Committee, Bihar, has quoted the following from the Report of the Health Committee, headed by Dr. Madhusudan Das, appointed by the Bihar State Government :

"If we are going to make all the doctors non-practising, we would be depriving many of the large scale medical relief. Services of specialised doctors will only be available to those who would go to hospitals. Contrary to this, if we make the cadre practising, Blocks which are going without doctors will be filled. The Committee, in view of all these recommends that the entire cadre, both general as well as teaching, be made practising and allowed to remain as such till the pay scales of doctors are revised in keeping with the times."

After reviewing all the pros and cons, the Third Pay Revision Committee of Bihar has recommended non-practising pay-scales for all the Government Doctors. But in the concluding portion of its Report submitted in June, 1972, it has observed as below :

"In case the Government are unable to implement our recommendations regarding complete abolition of private practice, of all Government Doctors, whether on teaching or non-teaching posts except those posted in the rural areas, and the present distinction between practising and non-practising posts continues as before, the scales we have recommended may be taken to be the non-practising scales and in case of those who are appointed to practising posts, a deduction should be made at the rate of 20 per cent of pay subject to a maximum of Rs.400. The emoluments at

the minimum and maximum at various levels of practising posts after such deductions will work out as follows :

	Recommended Non-practising scale		Emoluments after deductions
	Minimum	Maximum	
	Rs.	Rs.	Rs.
(i) Basic Grade .. ..	610	1,155	488—924
(ii) Junior Selection Grade ..	970	1,325	776—1,060
(iii) Senior Selection Grade ..	1,400	2,020	1,120—1,620
(iv) Super-time scale .. ..	1,855	2,020	1,484—1,620

10. The Orissa Pay Commission has also criticised the system of allowing either private practice or payment of non-practising allowance to the doctors. Some of the ills of the system which were observed by the Commission, are enumerated below :

- (a) Government servants cannot claim the right of private practice.
- (b) Government servants permitted to undertake private practice often neglect their normal duties.
- (c) An unhealthy discrimination has been made between those who are doing private practice and those who are not.
- (d) Complaints have been made that the doctors teaching in Medical College Hospitals, care more for private practice than for discharging their teaching and research work. At present Medical Officers do not devote their full time in hospitals and dispensaries and a good deal of their time during hospital hours, it is alleged, is spent on private practice.

Despite all these adverse comments, the above Commission made the following recommendations about the grant of non-practising allowance :

*Director* : Non-Practising Allowance of Rs.400 per month.

*Additional Director* : Non-Practising Allowance of Rs.325 per month.

*Joint Director* : Non-Practising Allowance of Rs.325 per month.

*Superintendent, S. C. D., Medical College* : Non-Practising Allowance of Rs.325 per month.

*Principal Medical College* : Non-Practising Allowance of Rs.325 per month.

Non-Practising Allowances have been recommended for some other posts also.

11. The Madhya Pradesh Pay Commission in its Report submitted in 1972, has made the following observation about the non-practising allowance :

"We feel that the demand for non-practising allowance is not baseless. Civil Surgeons posted in the Districts are allowed private practice. When he is transferred to a post on which private practice is not permitted, then he usually becomes entitled to a non-practising allowance. This allowance is 25 per cent of the pay with a minimum of Rs.50 and a maximum of Rs.250 per month. If the Civil Surgeon is promoted as Deputy Director, his total emoluments become less than his pay plus the income from private practice which he is allowed to do while working on the lower post. Thus he has no attraction for promotion. We feel that the above facts justify the grant of a non-practising allowance. In the neighbouring States of West Bengal, Gujarat and Orissa, such non-practising allowance is given to the Doctors on equivalent posts."

The above Commission has also accepted the demand of non-practising allowance to the administrative officers and teachers of the Medical Colleges, etc.

12. It would thus be noticed that though most of the Commissions are opposed to the continuance of private practice by Government doctors, they are not opposed to the grant of non-practising allowance to the Doctors where private practice is stopped or prohibited. In fact, non-practising allowance at different rates is being allowed to the Government doctors in various States as shown in Annexure I.

13. Hitherto, the main reason for allowing the doctors to undertake private practice has been the dearth of Doctors and the comparative higher earnings in private practice. There is also a great dearth of specialist doctors in private practice.

14. It is also common knowledge that the Doctors are not very much inclined to serve in rural areas, in small towns and in non-practising charges. The need, therefore, exists for devising a system whereby the doctors who enter Government service do not run away from such postings.

15. An argument against the continuance of the facility of private practice and in favour of the stoppage of non-practising allowance is that the number of Medical Colleges has increased and now the position regarding the shortage of doctors has eased. In reply to this it has been stated that the number of hospitals and dispensaries is increasing and in spite of the comparatively better availability of doctors, several dispensaries are unmanned by qualified doctors. The need for opening of more and more hospitals and dispensaries is still there and Government needs to attract well qualified doctors to man them.

16. Dealing with the question of desirability of allowing private practice to medical men in Government services, it has been brought to our notice that the Bhore Committee in 1946 had recommended that medical men in Government employ should be whole-time and non-practising. Private practice to Government doctors has been discontinued by the Central Government as well as several State Governments. The reason for this has been that the doctors in Government employ should be able to devote more time and attention to patient care and other work entrusted to them and should not have to spend additional time in augmenting their income by private practice.

17. As for the question of non-practising allowance, this system has been in vogue for a very long time and the Central Government and other States who have from time to time abolished private practice for medical men in Government employ have granted non-practising allowance in lieu of private practice.

18. Various Pay Commissions have also expressed views about the continuation or otherwise of non-practising allowance to Government doctors. The Second Central Pay Commission had observed in its report in the year 1959, that the existing rates of pay be made adequate for recruitment to the posts requiring special qualifications for research and teaching. The concept of non-practising pay and allowance is based on the idea that there is dearth of qualified doctors and specialists in the pay scales sanctioned by the Government and the doctors have better prospects of earning more in private practice as compared to Government service. The Commission had further observed that it was not desirable that doctors, who are in the whole time employment of the Central Government, should be permitted private practice and therefore, recommended the stoppage of private practice where it existed. A similar view was expressed by the U. P. Pay Rationalization Committee also.

19. This question has to be viewed with due regard to the special circumstances that hold good with the medical services. There is, at present, an overall dearth of doctors in the country and there is a growing demand in various All India Services, Medical Colleges and other Institutions. Moreover, there is in this profession a big scope for settling in private practice which can often be fairly lucrative with out the disadvantages of transfers, etc., which are inevitable in Government services. It has also to be borne in mind that the training for medical men, before they can enter into service, is a long and strenuous one, which takes almost seven to nine years after passing Intermediate Examination, before one becomes eligible for service. Also the work in Medical Services involves arduous duties, irregular hours of work and health hazards, because they have to work in surroundings where they are exposed to all sorts of infections. The elements of arduous nature of duties, heavy responsibilities and

unhealthiness of surroundings of work which have been laid down as criteria for allowing special pay to service men in general hold good in the case of medical men in the Services. It has been urged by certain non-Medical Service Associations that in case private practice is allowed to medical men, it should also be allowed to the other professions and callings. However, no such demand has been put forth in the past and except for claiming parity with a sister service, no justification has been made out for the grant of non-practising allowance to these services, and no innovation is called for. Such demand was forcefully voiced by Engineers, Architects and Educationists. But obviously it is entirely against basic concept of Government service to permit any extension of this practice beyond what has been recognised so far.

20. After considering all the pros and cons of this question, this Commission is of the opinion that non-practising allowance/pay should be allowed to medical men in the employ of the Government, who are not allowed private practice.

21. The next question is about the quantum of non-practising allowance/pay that should be given. Various Medical Associations have submitted memoranda and tendered evidence before us which has covered this matter. The Indian Medical Association, U. P. Branch, have suggested that non-practising allowance at the rate of 50 per cent of the pay with a maximum of Rs.750 should be allowed to all medical officers debarred from private practice. The P. M. S. Association, U. P., has asked for a non-practising allowance at the rate of 50 per cent of the pay subject to a maximum of Rs.600. The U. P. Health Services Association has made a similar request. The Director of Medical and Health Services, in his evidence, has expressed the opinion that private practice of all doctors in the teaching services should be stopped to begin with and non-practising pay at the rate of 50 per cent of the salary should be allowed in lieu thereof. As has been stated already, there are many avenues for specialists and other medical men in Central Services, Railway Services, the Army, Public Sector Undertakings, and independent private practice. There could be no doubt that if medical care of a high order has to be provided to the people of this State, the emoluments available to medical men in services should be such as would attract good quality of medical men into these services. We feel that the present quantum of non-practising allowance to such doctors as are holding non-practising posts which is 25 per cent of their pay, subject to a maximum of Rs.400, is inadequate. Taking into account all aspects of this question, our recommendations are as under :

#### **(1) Teachers on the staff of the Medical Colleges**

As was observed by the Bhore Committee, that first rate and talented men should be attracted to teaching posts in the medical colleges to maintain efficient standards of patient care and teaching, because on this will depend the ultimate standards of medical profession in the future, it is essential that the benefits that modern medical science has to offer should be available in institutions in this State and it should not be necessary for patients to go to institutions outside the State to secure better medical services. The basic need to achieve this would be efficient and well qualified specialists in the Medical Colleges. In view of these facts, we consider that the present rate of 25 per cent of non-practising allowance is inadequate and should be raised to 50 per cent of the pay subject to a maximum of Rs.600 and further subject to the condition that the total emoluments, including non-practising allowance, of the Professors and Principals of Medical Colleges will not exceed Rs.2,500 per month and Rs.2,750 per month respectively. This non-practising allowance will be admissible to only those teachers of Medical Colleges who can get themselves registered with the Indian Medical Council, and are not debarred from doing private medical practice under Section 27 of the Indian Medical Council Act.

#### **(2) Non-Teaching Medical Officers in Government services**

The Commission considers that with the right of private practice the medical officers had opportunities of holding charges where practice was allowed; alternatively they got non-practising pay or allowance with non-practising charges. Many of the practising posts were fairly lucrative and thus the spells of service in non-practising charges were adequately compensated when

they were posted to practising posts. With the total abolition of private practice, the situation will materially alter, and the change will bring about some amount of financial hardship. In view of this, we feel that it will be equitable if the non-practising allowance/ pay is raised from 25 per cent to 33 per cent. We recommend that for these medical officers the non-practising allowance/pay should be 33 per cent of the salary subject to a maximum of Rs.400, provided that the total emoluments including non-practising pay or allowance will in no case exceed Rs.2,750 per month.

22. We are also of opinion that our proposals should apply also to Dental Surgeons engaged on teaching and non-teaching jobs under Government employment.

23. We further propose that private practice in lieu of which a non-practising allowance is being recommended, should also include fees received in examination of cases of Life Insurance Companies by Government Doctors.

24. After recording our considered view on the subject, it came to our notice that there is some difference of opinion on this question between two of the prominent members of the Commission, who are experts in their own subjects. While Dr. R. V. Singh the Principal of the Medical College, as well as an eminent surgeon, is in favour of the grant of non-practising allowance as proposed in the report, Dr. Baljit Singh, an eminent Economist and the Dean of the Faculty of Arts of the Lucknow University, is of opposite view. Their letters, which have been received by the Commission, are reproduced in the report.

25. In view of the considerable amount of public opinion which is being ventilated in the daily press, we have come to the conclusion that it will be more appropriate to leave the final and ultimate decision to the Government on this subject. We do so also because further information regarding the Pay Clinics, which may be set up by the Government is not available with us. Thus, it will not be in public interest to express any categorical opinion on the subject. We, therefore, leave it entirely to the Government either—

(a) to adhere to their decision to abolish private practice by doctors in Government service and educational institutions on terms indicated by us in this report, or

(b) allow them to continue private practice as heretofore till such time as more competent, medical aid is available to the public at large, or

(c) abolish private practice in modified form with Pay Clinics, the mechanism and implications of which we are not in full possession of, or

(d) as another alternative, the Government may abolish private practice according to a phased programme as suggested by the Director of Medical and Health Services and indicated earlier in this Chapter.

We have placed our view point and various alternatives before the Government, and the ultimate decision in view of circumstances indicated above may be taken by the Government.



# ANNEXURE I

## Rates of non-practising allowance in different States

Name of the State	Name of the post	Rate of allowance
1	2	3
NAGALAND ..	(1) Assistant Surgeon Grade I and other Doctors of equal or higher rank, except Director or Deputy Director.	At the rate of 25 per cent of basic pay subject to a minimum of Rs.150 p.m. and maximum of Rs.250 p.m.
	(2) Assistant Surgeon, Grade II.	At the rate of 25 per cent of basic pay subject to a minimum of Rs. 100 p.m. and maximum Rs.150 p.m.
	(3) Director and Deputy Director of Health Services.	At the rate of 25 per cent of the basic pay subject to a maximum of Rs.250 p.m.
ASSAM ..	HEALTH SERVICE:	
	(1) Assistant Surgeon I. ..	Rs.125 p.m. on the Public Health side.
	(2) Assistant Surgeon II ..	For LMS/LMP. Licence holders Rs.75 on the Public Health side.
	MEDICAL COLLEGE:	
	(1) Professors ..	Rs.200 p.m. in the case of non-clinical medical subjects.
	(2) Assistant Professor ..	Rs.150 p.m. in the case of non-clinical medical subjects.
	(3) Demonstrator (MBBS)	Rs.125 p.m.
	(4) Medical Officer, V. D. Clinic, Dermatogologist.	Rs.125 p.m.
	(5) Assistant Radiologist, Antenated Medical Officers, Medical Officer of Deaf Clinic, Anaesthetist, Casualty Officer.	Rs.125 p.m.
	PASTEUR INSTITUTE :	
	Assistant to the Director ..	Rs.125 p.m.
	MALARIA ORGANISATION :	
	Zonal Officer ..	Rs.125 p.m.
JAMMU AND KASHMIR.	Non-practising allowance is allowed to the Doctors in Medical Department who are either posted on administrative jobs or appointed in the Medical College. The rate varies from Rs.75 to Rs.400 p.m.	
KERALA ..	(i) Principal, Professor (non-clinical and clinical).	Rs.200.
	(ii) Associate Professor, (clinical and non-clinical).	Rs.175.
	(iii) Assistant Professors (clinical and non-clinical).	Rs.150.
	HEALTH SERVICES—	
	Deputy Directors, Assistant Director, Civil Surgeon, Assistant Civil Surgeon and Assistant Medical Officer.	Rs.150 p.m.

Name of the State	Name of the post	Rate of allowance
1	2	3
MYSORE	1. Deans of Medical Colleges, Principal, Dental College and the Director, Post-graduate and Research Institute, Bangalore.	Rs.200.
	2. Post-graduate Professors	Rs.200.
	3. Associate Professors or Readers.	Rs.150.
	4. Assistant Professors and Assistant Associate Professors.	Rs.100.
	5. Lecturers, Lecturer-cum-Registrars, and Registrars, etc.	Rs.75.
	As regards Doctors working in Hospitals, only Residential Medical Officers are entitled to non-Practising Allowance ranging from Rs.60 to Rs.75 p.m.	
MAHARASHTRA	25 per cent of pay subject to a maximum of Rs.400 p.m. to medically qualified officers of the Public Health Department. The District Medical Officers and Civil Surgeons are allowed private practice.	
BIHAR	.. Prior to 1st April, 1964 and 1st April, 1970 the officers of the Medical Service and Veterinary Service were drawing non-practising allowance as below :	
	Medical Services (prior to 1st April, 1964).	Rs.75 to Rs.300.
	Subordinate Veterinary Service (Prior to 1st April, 1970)	15 per cent of the pay subject to a minimum of Rs.35.
	The grant of non-practising allowance has been discontinued with effect from 1st April, 1964 and 1st April, 1970, respectively. They now draw pay in the scale known as non-practising pay scales. When an officer of above category is posted against the practising post he draws pay in the non-practising pay scale which is reduced as below :	
	Medical Service	.. 20 per cent of the pay subject to a minimum of Rs.150 and maximum of Rs.350 p.m.
	Subordinate Veterinary Service.	15 per cent of pay.
HARYANA	.. 1. Director of Health Service.	Rs.600 p.m.
	2. Deputy Director	.. 33 1/3 per cent of the pay subject to a maximum of Rs.600.
	3. Asstt. Director	.. 33 1/3 per cent of pay with a maximum of Rs.400.
RAJASTHAN	.. (1) Assistant Director	Rs.200
	(2) Junior Specialist	Rs.150
	(3) Civil Asstt. Surgeon, when posted as Dist. Medical Officer	Rs.100

Name of the State	Name of the post	Rate of allowance
1	2	3

## PUNJAB

## (RECOMMENDATION OF THE PAY COMMISSION)

- (1) Dean, Asstt. Director, Senior Medical Officers, Medical Superintendents, T. B. Hospital. 33 1/3 per cent of the pay as non-practising allowance for those in the scale of pay of Rs.850—1,250.
- (2) P.C.M.S. Class II. 33 1/3 per cent of the pay.
- (3) Lecturers without post-graduate degree, equivalent to Principal, Medical College. 25 per cent of pay.
- (4) Senior Lecturer, clinical pathologist, Assistant Professors and Associate Professors. 50 per cent of the pay subject to a maximum of Rs.600 for those who teach non-clinical subjects.

## Rate on

	1st July, 1959	1st September, 1963	1st January, 1965
ORISSA .. (1) Assistant Surgeon Rs.115	25 per cent of basic pay.	25 per cent of basic pay.	25 per cent of basic pay.
(2) Director, Health services.	..	..	Rs.300
(3) Addl. Director, Health Service.	..	..	Rs.250
(4) Joint Director, Health service.	..	..	Rs.250
(5) Assistant Surgeon both Medical and Health side.	..	..	25 per cent of pay.

TAMIL NADU The Second Pay Commission recommended the following changes in Non-Practising allowance:

Name of the post	Existing rate	Revised rate Recommended
Director of Health Services and Family Planning, Addl. Director of Medical services (E. S. I.), Dy. Director (Family Planning), Dy. Director of Medical Services in the office of the Director of Health Service and Family Planning, Madras ..	Rs.400	Rs.400
Civil Surgeon in general line and Supernumerary Civil Surgeons appointed as Assistant Director of Medical Services in the office of the Director of Health Services and Family Planning and Superintendent, Employees State Insurance Hospital, Coimbatore, Regional Administration Medical officers, Employees State Insurance Scheme, Coimbatore and Madurai, Medical Officer, Madras City, Police Hospital, Madras ..	Rs.250	Rs.300
Assistant Professors and Lecturer (Non-clinical)	Rs.80	Rs.100
Addl. Director, Health Service Selection Grade.	..	Rs.400
Asstt. Director/Dy. Director.	..	Rs.300

Name of post	Existing rates
1	2

**WEST BENGAL**

This allowance is allowed to Medical Officers at the following rates :

- (a) For Officers in the basic grade up to 5 years service .. Rs.75
- (b) Above 5 years and up to 15 years service .. Rs.100
- (c) Above 15 years .. .. . Rs.150
- (d) For officers holding appointments in the selection grade .. .. . Rs.200
- (e) For officers holding appointments in the special selection grade .. .. . Rs.300

**ANDHRA PRADESH**

It is admissible to the technical personnel of the Medical and Health Departments, varying from Rs.75 to Rs.200 p.m. Rates of non-practising allowance for some of the categories are as follows :

Name of the post	Rate of non-practising allowance per month
1. Assistant Civil Surgeons on the non-clinical side, other officers of the rank of A.C.S. and Public Health Officers .. .. .	Rs. 75
2. R. M. D. Civil Surgeons, Asstt. Civil Surgeons, in E. S. I. Dispensaries, Tutors in Forensic Medicines, Civil Asstt. Surgeons working in Primary and Rural Health Centres .. .. .	Rs.100
3. All Chief District Medical Officers of Health, Professors of Forensic Medicine .. .. .	Rs.200

**MADHYA PRADESH**

The non-practising allowance to Medical Officers (teaching) permitted under the unified scales were as under:—

Category of post	Rate of Allowance
1. Professor .. .. .	Rs.150
2. Assistant Professor .. .. .	Rs.100
3. Lecturer .. .. .	Rs.75
4. Demonstrator .. .. .	Nil.

The State Government after considering the recommendation of the Committee, sanctioned the following rates of Non-practising allowance :

1. Deans .. .. . 25 per cent of pay subject to a minimum of Rs. 50 p.m. and maximum of Rs. 250 p.m.
2. Professors .. .. . Ditto.
3. Assistant Professors .. .. . Ditto.
4. Lecturer .. .. . Ditto.
5. Demonstrator .. .. . Nil.

SEAL OF UNIVERSITY OF LUCKNOW

LUCKNOW UNIVERSITY

22nd December, 1972.

MY DEAR SYED ALI ZAHEER SAHEB,

On going through certain drafts I find that it will not be appropriate for us to recommend the pay scales and emoluments of teachers of Medical Colleges, Engineering Institutes, etc. Probably it is not generally known that the U. G. C. fixed these for Central Government Universities and Colleges. In view of this I would strongly urge that our recommendations should be uniform with regard to all teaching posts in University and degree colleges, that their emoluments in all Faculties be governed by the U. G. C. recommendations. As such we should not recommend any pay-scales and N. P. A. for teachers in Medical Colleges including Government Medical Colleges and leave them to be decided by the U. G. C.

With kind regard.

Yours sincerely,

BALJIT SINGH.

P. S.—I am also not clear as to why should N. P. A. be increased to 33 per cent for Government Medical services when we are recommending a higher grade as well.



BALJIT SINGH.

नमो भगवते वासुदेवाय

SEAL OF UNIVERSITY OF LUCKNOW

K. G. MEDICAL COLLEGE,  
LUCKNOW

December 26, 1972.

DEAR SRI MEHROTRA,

I have seen Dr. Baljit Singh's letter regarding pay scales of teachers in Medical Colleges. I would like to state in this connection that the University Grants Commission has never concerned itself with Medical Colleges and Medical Education (except in case of Aligarh and Banaras Universities, which are directly financed by it). This can be amply borne out by the fact that when in 1961 the pay scales of University teachers were revised in the Lucknow University according to the recommendations of the University Grants Commission, the pay-scales of Medical College teachers were left untouched. The position was as follows :

Revised pay scales of Lucknow University Teachers from April 1, 1961		Pay scales of teachers of Medical College, Lucknow as in force from 1947 and not revised from April 1, 1961.
	Rs.	Rs.
Professors	.. 1,000—1,500	1,100—1,340 (non-practising). 900—1,140 (Practising).
Readers	.. 700—1,100	600—900 (non-practising). 500—800 (Practising).
Lecturers	.. 400—800	350—600

The pay-scales of teachers in the Lucknow Medical College were revised from April 1, 1965, under orders of the State Government, along with the scales of teachers at Government Medical Colleges and the University Grants Commission came no where in the picture. It would, thus be grossly unfair to teachers of the Medical Colleges if the Commission does not make any recommendations regarding their pay-scales and the University Grants Commission does not own them either, as in the past.

Regarding Dr. Baljit Singh's views on non-practising allowance, I would like to say that I have respect and regard for them, but I do not think they should supersede the considered decision of the Commission, which deliberated on this question for almost a whole day, and discussed at length all aspects of the matter.

Yours sincerely,

R. V. SINGH.

SRI H. K. MEHROTRA, I.A.S.,  
Secretary,  
U. P. Pay Commission,  
Vidhan Bhawan,  
Lucknow.

## CHAPTER XVII

### SPECIAL PAYS

The continuance or otherwise of the system of grant of special pays has for some time been a subject-matter of controversy, but the very fact that the framers of Fundamental Rules thought about them in the clear terms and provided for their grant in special and deserving cases, goes to show that these special pays have a definite place in our pay structure. Under Fundamental Rules 9 (25), Financial Handbook, Volume II, Part II, special pay means an addition, of the nature of pay, to the emoluments of a post or of a government servant, granted in consideration of—

- (a) the specially arduous nature of the duties, or
- (b) a specific addition to the work or responsibility, or
- (c) the unhealthiness of the locality in which the work is performed.

In the explanations and orders under this Rule, it has been made clear that there is absolutely no interdependence between special pay granted in recognition of the duties and responsibilities of a post and compensatory allowance granted in lieu of high cost of living, etc.; that a special pay cannot be granted merely for the purpose of improving the prospects of a service or for the purpose of serving as a substitute for, or as an addition to, a selection grade of pay; that various posts in a scale of pay vary in intensity of responsibility, and this cannot be a ground ordinarily for granting special pays to the holders of heavier charges, who in that process, get an opportunity of proving their fitness for higher posts; that posting of a government servant on special duty does not necessarily mean that his work becomes specially arduous or so increased in quantity and responsibility as to justify special pay and that the Government can post any one on any post in the interest of public service; and that any comparison between the circumstances of one government servant and another or of one service and another should not necessarily be accepted as an argument for the grant or for the enhancement of special pay. It has also been made clear that it is not permissible to grant special pay because a place lacks amenities, nor does a change of duties necessarily connote an increase of work or responsibility. It will be seen from the position stated above that the Government themselves have been rather very vigilant in the matter of grant of special pays.

2. In the recent past, there have been divergent views in the matter. One school of thought has been that the system of grant of special pays is illogical; it creates imbalances and gives private advantage to individual officer; that a scale of pay of a class of government servants should be expected to have taken into account the possible responsibilities to which any one of them may be expected to be exposed by his transfer or posting to various posts covered by that scale of pay, and if he has to be compensated for performing duties and responsibilities of a higher order, such posts should have higher scales of pay; and that whenever occasions to grant a special pay in a particular scale arise, it should be examined whether a new scale of pay could not be introduced. It is easy to take this theoretical view for introducing new scales of pay whenever it is desired to compensate an officer for his arduous duties and increased responsibilities, but it is equally difficult to foresee such situations and to fabricate a scale of pay for each such post under these situations.

3. The other view is that the system of grant of special pay is based on sound principles and needs no change but it should be implemented with due care so that benefit accruing to the employees of different categories may be equitable; that special pay should be paid so long as special duties with increased responsibilities are performed; that as said by the Second Central Pay Commission (1959), "it is the most satisfactory way of compensating such addition to work or responsibilities, or such greater arduousness of duties, as is recognisable enough to merit additional remuneration, but not so considerable, or in some cases, or of such a permanent nature, as to justify placing the post in question in a higher grade," or in other words, 'it is, broadly speaking, a flexible system of differentiated remuneration between two grades,' and its withdrawal in certain cases may necessitate putting the post in question on a higher scale of pay, which may not be less expensive, but which may have the effect of putting premium on seniority at the cost of merit, or of causing heart-burning among the senior employees.

4. We observe that neither the Government of India nor the Governments of larger States have found it possible to do away totally with this system, and special pays on many of important posts are continuing. In our own State, the United Provinces Pay Committee of 1947 did not oppose their continuance and recommended them in numerous cases. The Uttar Pradesh Pay Rationalization Committee of 1965, on the other hand did not consider the system a satisfactory one and opined that higher scales of pay, instead, was a better solution, but even then retained quite a number of them and in numerous cases special pays were sanctioned by the Government subsequently from time to time. After considering all aspects of the matter, we recommend that the system should continue, and it may now be recognised as a valid method of compensating officers when they are posted to special types of jobs, which, as quoted earlier from the report of the Second Central Pay Commission of 1959, entail such addition to work or responsibility, or such greater arduousness of duties as is recognisable enough to merit additional remuneration, but not so considerable, or in some cases, of such a permanent nature with respect to the post or its incumbent, as to justify placing the post in question in a higher scale of pay. Apart from the marked addition to work, responsibility or greater arduousness of duties of a post, quite often an officer belonging to a Service, but with an experience and qualifications not normally obtainable in other officers of that Service or scale of pay, is required to be posted to a job which involves special type of work and responsibility and while a distinctive scale of pay sufficient to provide a suitable measure of compensation to the officer concerned for the speciality of his duties and responsibilities would appear to be more appropriately called for, Government often choose not to sanction a distinct scale of pay in such a case. Where they prefer to adopt that course, the alternative open to them would lie in sanctioning to the officer concerned a suitable amount of special pay in terms of the provision of Fundamental Rules 9(21) (ii), as such a situation would not appear to be akin to any of the circumstances contemplated in Fundamental Rules 9(25) and would more suitably be covered by the former rule. We, however, agree that the number of cases justifying entitlement to special pays should not be too many, nor special pays are to be granted too freely, nor their amounts should be so large in relation to the scales of pay of the officers concerned so as to distort the very pay structure. We have examined, as far as it has been possible and practicable in the time at our disposal, some of the cases for grant of special pays in the background of the principles and policies set forth above. We have given in Part II of our Report a list of posts, which should, in addition to the revised or modified scales of pay recommended by us in our Report, also carry in our opinion the special pays indicated there, and which should be payable with effect from the same date from which the recommended scales of pay for various posts would be operative. Most of these special pays are those, which are already *in vogue*. They would continue on the old or the new rates, as has been indicated by us in the Appendix. The list contains certain posts included in the Indian Administrative Service and Indian Police Service Cadres, and although the pay scales of these Services are not within the purview of this Commission, we have recommended certain special pays on some of the senior posts of these cadres, which matter is within our jurisdiction.

5. Under the existing procedure, the Finance Department are consulted before a special pay is sanctioned. It is a safeguard against any possible abuse of the system. The Government too have ever been vigilant in the matter of granting special pays in the existing framework of rules and procedures. We would recommend that in all other cases which may come up in future and which are not covered by these recommendations, the same careful scrutiny may continue to be made. A periodical review of special pays may also be done to see whether, a stage has come when a considerable proportion of employees of a particular grade are getting a special pay or they appear to deserve special pay, it will not be more desirable to have a new scale of pay instead.

6. Controversies have quite often arisen on the question of grant of special pays to officers of some of the Services, whose main field of work is in the district administration, regional offices or those of heads of departments, when they are posted to various categories of posts in the Secretariat. The arguments advanced in support of the special pays have been that the posts in the Secretariat carry heavier responsibilities, they call for greater application and demand of higher quality of work. It has also been argued that there are handicaps faced by these officers when they are posted at the headquarters of



the Government. The Third Pay Revision Committee of Bihar (1972) dealt with this matter and held the view that the above arguments do not hold any ground, and according to them, even if the quality of work expected in Secretariat is high and the responsibilities are heavy, that is not true for all the posts, and with the changing situation, the posts in the field in various branches of Government have also acquired greater significance than before and conditions of work there too have become more exacting than in the past. According to them, special pays for this class of officers tend to develop vested interests in such posts and this leads to a tendency on the part of officers to stick on to posts having special pay and gives advancement to favouritism or nepotism in the matter of posting. The Bihar Committee has, therefore, not been in favour of continuance of special pays on these posts and according to them, the scale of pay for a particular service takes into account the average incidence of duties and responsibilities of various posts manned by the officers of a particular service ; and there will always be certain posts with somewhat lesser responsibilities or arduousness of work, whereas others will call for greater effort and imply heavier responsibilities. According to them, it may not be unrealistic to expect that in the course of one's career one has occasion to man different types of posts at different time and there is little justification for compensating such assignments as involve slightly more responsible or arduous work. The argument in favour of these officers has been that being field officers, they are used to a certain way of life even in smaller towns and they become out of pocket when they are posted at the headquarters of the Government. Further, even though the posts which they hold in the Secretariat may or may not be in the cadre of their Services, the work at the headquarters is certainly of a different nature and the officers seem entitled to some special pay, which would cease the moment they revert to their main line of work. No separate scales of pay for such posts in the Secretariat exist for them nor does it seem necessary to have them because the officers posted on them have purposely to be rotated between the field and other jobs, including the Secretariat. We have, therefore, suggested the continuance of special pays on these posts on the scales indicated in the statement appearing in Part II of our Report. The case of Secretariat Service officers, viz, Under and Deputy Secretaries to Government, is on a different footing. These are promotion posts for such officers and their scales of pay have been fixed after taking into account their responsibilities, age groups, etc. and the amounts which could have been allowed to them as special pays, have already been taken into account in determining the scales of the promotion posts held by them. We do not, therefore, recommend any special pays in addition to the pay of the posts held by them.

7. There are also posts of Officers on Special Duty in the Secretariat. If any officer corresponding to the rank of Under or Deputy Secretary is so designated for any special work he will naturally hold the post in a corresponding scale of pay, with or without a special pay depending upon the Service to which he basically belongs. A new phenomenon has now developed in the Secretariat and many departments have now Officers on Special Duty for certain specific jobs on short term basis. If in any Department or Section there arises some work of a temporary nature which calls for individual attention of a person, other than the Section Officer-in-charge, it would not look proper to post another Section Officer there for that special work. The usual practice is to promote an Upper Division Assistant or pick up a suitable Section Officer and designate him as Officer on Special Duty. He obviously gets his pay in the scale of pay fixed for the Section Officer, and as that scale of pay provides for all such varied nature of work and contingencies, there is obviously no case for any special pay. There is, however, one solitary post of Officer on Special Duty (Organisation and Methods) at the headquarters of Government, whose incumbent too is in the Section Officer's scale of pay. The officer holding this post advises the Government on various matters of Organisation and Methods on the basis of his special aptitude and long experience in these technical matters, coupled with the advanced foreign training which he received. The duties performed by him are very strenuous and involve going into minute details relating to workload and job evaluation and with that end in view, he has to make searching inspections of different offices and to hold discussions with officers of senior levels. Various departments of the Government and senior officers take his help from time to time and he works more or less as a specialist in the subject. His work is more arduous and responsible than that of a Section Officer. In fact there is, in our opinion, a case for a higher scale of pay for this ex-cadre post but we have refrained from proposing any specific scale for the posts of Officers on

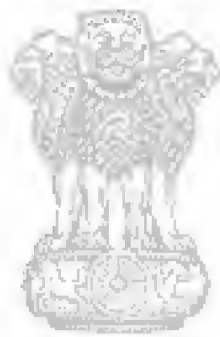
Special Duty, which are sanctioned by the Government from time to time in different scales keeping in view the incumbents selected to do the special jobs. Hence we recommend that a special pay of Rs.150 may be allowed to the Officer on Special Duty (Organisation and Methods) as indicated in the relevant statement.

8. At present Special Pay is paid to the District Magistrates who are in-charge of the important districts where it is presumed that they have higher and more responsibilities. With the growth of democratic spirit in the country, even District Magistrates who are posted to comparatively smaller districts have not only to shoulder greater and more responsible burden than before, but have to tackle and deal with vast sections of the residents of the districts who insist on direct contact with the District Magistrates. Thus the burden on their shoulder in running the district has grown much heavier.

We are, therefore, of opinion that instead of giving special pay only to District Magistrates of certain particular and important districts, all District Magistrates in the State, in-charge of either smaller or bigger districts should get a minimum special pay or compensatory allowance of Rs.100 p.m.

9. Our detailed recommendations are given in Part II of the Report.



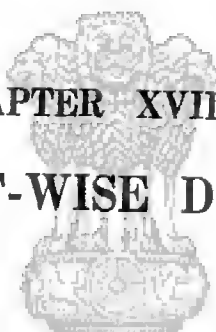


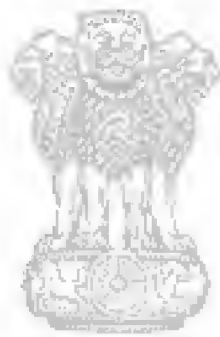
सत्यमेव जयते

---

**CHAPTER XVIII**  
**DEPARTMENT-WISE DISCUSSIONS**

---





सत्यमेव जयते

## 1. APPOINTMENT DEPARTMENT

### (a) Civil Judiciary

The Civil Judiciary in the State functions under the High Court of Judicature at Allahabad and is entrusted with the dispensation of Justice in all Civil matters as well as disposal of criminal cases. At the District level, the Civil Judiciary in Uttar Pradesh consists of the following two services :

(Position roughly as in September 1972)

	Strength		
	Permanent	Temporary	Total
1. The U. P. Civil Service (Judicial Branch)—			
(i) Munsif Magistrates (The cadre strength is likely to be raised substantially).	205	47	252
(ii) Civil Judges/Judges, Small Causes Court.	65	20 <i>plus 8 on deputation.</i>	93
2. The U. P. Higher Judicial Service—			
(i) Civil and Sessions Judges	61	95 <i>plus 18 on deputation.</i>	174
(ii) District and Sessions Judges, Additional District and Sessions Judges.	50	15 <i>plus 32 on deputation.</i>	97

2. The U. P. Civil Service (Judicial Branch) consists of Munsif Magistrates and Civil Judges/Judges, Small Causes Court. The Higher Judicial Service comprises of Civil and Sessions Judges and District and Sessions Judges/Additional District and Sessions Judges. Direct recruitment to the U. P. Civil Service (Judicial Branch), is made through a competitive examination held by the U. P. Public Service Commission. The prescribed minimum qualification for recruitment to the U. P. Civil Service (Judicial Branch) is graduation in Law. Until 1967, a combined competitive examination used to be held for recruitment to this service as well as to the U. P. Judicial Officers Services. Those who are selected to the U. P. Civil Service (Judicial Branch) are appointed as Munsif Magistrates in the scale of Rs.300-900 with a starting salary of Rs.350.

3. Recruitment to the post of Civil Judge/Judge, Small Causes Court is made entirely by promotion of Munsif Magistrates. The scale of pay of Civil Judge/Judge, Small Causes Court is Rs.400-1,000.

4. Recruitment to the post of Civil and Sessions Judge in the Higher Judicial Service is made both directly as well as by promotion from the members of the U. P. Civil Service (Judicial Branch). Direct recruitment is made from amongst Barristers-at-Law, Advocates, Vakils, or Pleaders of more than 7 years standing as well as from amongst Judicial Officers up to a limit of 25 per cent of the vacancies in the cadre, the remaining 75 per cent being filled by promotion. However, as a result of some ruling of the court, direct recruitment to the Higher Judicial Service has not been made from 1967 onwards and all the vacancies have been filled by promotion from among the members of U. P. Civil Service (Judicial Branch). Initial recruitment to the Higher Judicial Service whether directly or by promotion, is made to the post of Civil and Sessions Judge which carries the scale of pay of Rs.600-1,250. Appointment to the post of the District and Sessions Judge/Additional District and Sessions Judge in the scale of pay of Rs.800-1,800 is made by the Government in consultation with the High Court, with due regard to seniority and fitness from amongst Civil and Sessions Judges.

5. There is a common Association of the officers belonging to the U. P. Civil Service (Judicial Branch) and the U. P. Higher Judicial Service known as the

U. P. (Judicial) Service Association. It has demanded the following scales of pay for different posts in the Civil Judiciary of the State :

1. Munsif Magistrate ... Rs.400—1,250 plus dearness allowance.
2. Civil Judge/Judge, Small Causes Court. ... Rs.1,300—1,600 plus dearness allowance.
3. Civil and Sessions Judge ... } Rs.1,100—1,800 with 20 per cent of the posts in the Selection Grade of
4. District and Sessions Judge/ } Rs.1,800—2,250 and 40 per cent of the  
Additional District and Sessions Judge. } posts in Super time-scale of Rs.2,500—2,750.

The Association has demanded that the post of Civil and Sessions Judge along with its pay scale of Rs.600—1,250 be abolished from the Higher Judicial Service which should have officers designated only as District and Sessions Judge and Additional District and Sessions Judge, in the proposed scale of Rs.1,100—1,800 with Selection Grade and Super-time-scale of Rs.1,800—2,250 and Rs.2,500—2,750 respectively.

6. The High Court have recommended the same scale of pay for the post of Munsif Magistrate as might be determined by the Commission for the ordinary grade of the U. P. Civil Service (Executive Branch). For the post of Civil Judge/Judge, Small Causes Court, the High Court have recommended the scale of Rs.800—1,200, although they have said that the same should be equivalent to the pay scale of Additional District Magistrate (Judicial), namely Rs.400—1,000 which is also the existing pay scale of the post of Civil Judge and Judge, Small Causes Court. The High Court have also proposed the abolition of the post of the Civil and Sessions Judge along with the existing scale of Rs.600—1,250 and its redesignation as District and Sessions Judge/Additional District and Sessions Judge in the scale of that post as may be determined by the Commission. The demand made by the Association about the revision of the pay scale of the post of District and Sessions Judge/Additional District and Sessions Judge and its Selection Grade and Super-time-scale, has also been supported by the High Court. Pending the acceptance of the suggestion for the abolition of the post of Civil and Sessions Judge, the High Court have proposed the same scale of pay for the post of Civil and Sessions Judge/Additional Civil and Sessions Judge as might be recommended by the Commission for the existing scale of Rs.1,300—1,600.

7. A copy of the report of the Study Group of the Standing Committee of the Judicial Department has also been sent to us by the Judicial Department of Government. The Study Group has also supported the demands made by the U. P. Civil (Judicial) Service Association and the High Court. The Study Group has also recommended the grant of three advance increments to new entrants on the post of Munsif Magistrate on the ground that candidates for this post have to spend three additional years in acquiring the law degree which is an essential qualification for recruitment to the U. P. Civil (Judicial) Service, as compared to those who enter the other State Services for which the prescribed minimum qualification is graduation only.

8. We have carefully considered the demands made by the Association, as well as the recommendation made by the High Court and the Study Group of the Standing Committee of the Legislature on the Judicial Department, and compared the existing position in regard to the scales of pay admissible to the members of the Judicial Service with those admissible to other State Services, including in particular, the U. P. Civil Service (Executive Branch). We find that at the lowest level, namely at the level of the recruitment to the post of Munsif Magistrate, the U. P. Civil Service (Judicial Branch) has been treated at par with the other important State Services including the U. P. Civil Service (Executive Branch) inasmuch as their scales of pay, namely Rs.300—900, as well as the starting salary, namely Rs.350 are the same. After carefully considering the demand in respect of the pay scales of the post of Munsif Magistrate we find that, as at present, the pay-scale of all Class II Services including the U. P. Civil Service (Judicial Branch) should be kept the same. We have accordingly proposed the scale of Rs.550—30—700—40—900—50—1,200 for the post of Munsif Magistrate.

9. The demand for giving a higher start on the ground that the aspirants to U. P. Civil Service (Judicial Branch) have to spend three years for acquiring the law degree, has been echoed by several other Service Associations, particularly by the U. P. State Civil Service (Executive Branch), U. P. Service of

Engineers and the State Medical and Public Health Services, whose members too have to spend a larger number of years in acquiring the educational and technical qualifications for entry into their respective service. In view of the scale of pay proposed by us we have refrained from recommending a higher start for this or any other service. If Government feel that in any particular service a higher start needs to be given, they may take appropriate decision on merits of each case.

10. As regards Civil Judges/Judges, Small Causes Court, we find that before the recommendations of the U. P. Pay Rationalization Committee (1965) were implemented by Government with effect from April 1, 1965, the scale of pay of this post was the same as that of the post of Munsif Magistrate namely Rs.300-900. It was on the recommendation of the U. P. Pay Rationalization Committee, that the scale of Rs.400-1,000 was allowed for this post. We have been informed that these days a Munsif Magistrate is able to get promotion to the post of Civil Judge in about eight years of service. Even this period has been shortened in recent years. In this connection, it would not be out of place to mention that the scale of pay on the post of Additional District Magistrate (Judicial) was also Rs.300-900 with a special pay of Rs.100 prior to the acceptance of the recommendations of the U. P. Pay Rationalization Committee by the Government. The post of Additional District Magistrate (Judicial) is also filled by promotion from amongst Judicial Officers who also used to be recruited (no further recruitment to the post of Judicial Officer is being made since 1967) through the same competitive examination by which recruitment was made to the U. P. Civil Service (Judicial Branch). The Association of Judicial Officers had in their memorandum of demands submitted to us contended that promotion from the post of Judicial Officer to the post of Additional District Magistrate (Judicial) is now available only after about 20 to 22 years of service. The Pay Rationalization Committee had proposed identical scales of pay for the post of Additional District Magistrate (Judicial) and the Civil Judge even though the former post carried a special pay of Rs.100 over and above the grade of Rs.300-900. We also observe that promotion to the post of Civil Judge is available pretty early and that an officer remains on this post for a small number of years and is then able to get promotion to the post of Civil and Sessions Judge in the existing scale of Rs.600-1,250. The scale of Rs.400-1,000 as far as the U. P. Civil Service (Judicial Branch) is concerned, is a sort of an intermediate scale between the basic scale of Rs.300-900 and the first promotion scale of Rs.600-1,250 of the Higher Judicial Service, which is admissible to the Civil and Sessions Judges. Taking all these facts into consideration, we think that the revised scale of Rs.650-30-800-40-1,000-50-1,300 would be adequate for this post and a scale higher than what we have proposed would be difficult to justify.

11. It will not be proper for the Commission to consider and dispose of the demand made by the Association and supported by the High Court and the Study Group for abolition of the post of Civil and Sessions Judge. This is an administrative matter, and it is for the Government to take a final decision.

12. We have also considered the alternative demand for the scale which the Commission have substituted or the existing scale of Rs.1300-1600 for the post of Civil and Sessions Judge. The basis for this demand is the grant from October 1971 of the special grade of Rs.1300-1600, for 50 posts in the U. P. Civil Service (Executive Branch). This scale was allowed for the U. P. Civil Service (Executive Branch) on the recommendation of a High Power Committee presided over by Sri J. D. Shukla, I.C.S. The reason for the grant of this intermediate scale, as mentioned by that Committee, was that the prospects of promotion of the officers belonging to the U. P. Civil Service (Executive Branch) to the Senior scale of the Indian Administrative Service had receded considerably, so much so that even the officers who had put in 24 years of service could not get such promotion. A similar situation does not seem to exist in regard to promotions from the U. P. Civil Service (Judicial Branch) to the Higher Judicial Service. We find that officers who have put in about 12 or even less years of service on the post of Munsif Magistrate and Civil Judge/Judge, Small Causes Court, are able to get promotion to the post of Civil and Sessions Judge in the scale of Rs.600-1,250. In the U. P. Civil Service (Executive Branch) also promotion to the scale of Rs.600-1,250 is available after about 12 to 13 years of service.

13. There is another aspect of the matter which needs mention. According to rule 24 (3) (b) of the U. P. Higher Judicial Service Rules, 1953, the initial



pay of an officer of the U. P. Civil Service (Judicial Branch) promoted to the post of Civil and Sessions Judge, is fixed at the stage in the scale of Civil and Sessions Judge, namely Rs.600–1,250, next above the amount equal to the Officers' pay or presumptive pay in the ordinary time-scale of the U. P. Civil Service (Judicial Branch) and increased at the rate of one increment in the time-scale for Civil and Sessions Judges for every three years in the U. P. Civil Service (Judicial Branch), subject to a minimum increase of Rs.200 and a maximum increase of Rs.300. Under a note to the aforesaid Rule, the pay of officers of the U. P. Civil Service (Judicial Branch) who are appointed to officiate on the post of Civil and Sessions Judge should be refixed on each occasion when they get an increment in their pay in their permanent post in that service as though they have been promoted to the post of Civil and Sessions Judge on the date of such increment. Similar rule for fixation of pay at the time of promotion in the scale of Rs.600–1,250 does not exist in any other service of this State. The effect of this rule is that the salary of an officer belonging to the U. P. Civil Service (Judicial Branch) on his promotion to the post of Civil and Sessions Judge, becomes higher by a sum between Rs.200 and Rs.300 as compared to the salary of officers belonging to the other State Services on their promotion to the scale of Rs.600–1,250. Moreover, Munsif Magistrates in the scale of Rs.300–900, at the time of their promotion to the post of Civil Judge, in the scale of Rs.400–1,000 also get a rise in salary equal to one increment in the scale of Rs.300–900 of the post of Munsif Magistrate and one increment in the scale of Rs.400–1,000 on the post of Civil Judge. This increase in emoluments, means a financial gain over and above the gain of a sum between Rs.200 and Rs.300 referred to earlier. That being the position, we do not find any justification in the demand of the Association for the scale, which we have proposed in place of the existing scale of Rs.1,300–1,600, for the post of Civil and Sessions Judge, and the same cannot be accepted. We also find that promotion from the post of Civil and Sessions Judge to the post of District and Sessions Judge/Additional District and Sessions Judge is available to the officers belonging to the U. P. Civil Service (Judicial Branch) in nearabout 20 to 22 years of service. The High Power Committee (1969), in its report on the U. P. Civil Service (Executive Branch), had also recommended that promotion of P. C. S. Officers to the Senior Scale of (Rs.900–1,800) of the Indian Administrative Service should be available in about 20 years of service. The contention of the U. P. Civil (Judicial) Service Association that officers of their service have to stagnate at the maximum of Rs.1,250 in the scale of Rs.600–1,250 on the post of Civil and Sessions Judge for a number of years, before being promoted to the post of District and Sessions Judge/Additional District and Sessions Judge, is to some extent correct, but this contention must be considered in the light of the fact that officers of this service are able to reach the stage of the maximum (of Rs.1,250) in the scale of Rs.600–1,250 comparatively earlier than the members of any other State Service including the U. P. Civil Service (Executive Branch) on account of the jump in the salary which they get at the stage of intermediate promotion to the post of Civil Judge/Judge Small Causes Court, in the scale of Rs.400–1,000 and to the post of Civil and Sessions Judge in the scale of Rs.600–1,250. Thus in terms of salary, the officers of the U. P. Civil Service (Judicial Branch) comparatively earn more than the officers of any other State Service. This is yet another reason why we do not recommend the higher scale demanded for the post of Civil and Sessions Judge. We, however, recommend the scale of Rs.800–50–1,450 for the post of Civil and Sessions Judge, in place of the existing scale of Rs.600–50–1,250.

14. Regarding the post of District and Sessions Judge/Additional District and Sessions Judge, we find that the start of the existing scale of Rs.800–1,800 of this post is less by Rs.100 than the starting salary of the Senior scale of the Indian Administrative Service which is Rs.900 in the scale of Rs.900–1,800. We are of the opinion that the scale of pay of this important post shall be Rs.1,000–50–1,350–75–1,950–50–2,000, and we make our recommendation accordingly.

15. Regarding the demand for the Selection Grade of Rs.1,800–2,250 and the Super-time-scale of Rs.2,500–2,750, we find that the basis for this demand is the existence of the Selection Grade and the Super-time-scale in the Indian Administrative Service. This demand needs to be examined in the light of the fact that while 75 per cent of posts in the Higher Judicial Service are filled by

promotion, according to the rules (although for the last five years all these posts are being filled by promotion), only 25 per cent of the posts in the Indian Administrative Service are filled by promotion and 75 per cent posts by direct recruitment through an All-India Competitive Examination held by the Union Public Service Commission. Even this promotion is not always made from amongst the officers of the U. P. Civil Service (Executive Branch) alone. Except those found unfit, practically every Munsif Magistrate can in due course aspire to be promoted to the post of District and Sessions Judge, and retire on the maximum salary of that post, and some of them can also hope to be appointed as Hon'ble Judges of the High Court on a fixed salary of Rs.3,500 per mensem. Nevertheless, keeping in view the very responsible nature of work performed by the District Judges and to ensure that the members of the Higher Judicial Service are able to maintain and develop the existing traditions of impartiality and integrity, which are very necessary for the dispensation of justice, we feel that the status and emoluments of the post of District and Sessions Judge should be comparable with those of the senior scale of the Indian Administrative Service, so that better talent may be attracted to this service and this service may be salvaged from the falling standards to which the attention of the Commission had been drawn by the Chairman of the U. P. Public Service Commission during the course of his evidence. We accordingly, think that a Selection Grade in the scale of Rs.1,900-50-1,950-75-2,250, should be allowed for seven posts out of the permanent posts of the District and Sessions Judge of the U. P. Higher Judicial Service.

16. We do not, however, find sufficient justification for acceding to the demand of a super-time-scale of Rs.2,500-2,750 for District Judges, because we find that the senior, able and talented District Judges are able to get appointment as Judge of the High Court on the fixed pay of Rs.3,500 which is much higher than the super-time-scale of Rs.2,500-2,750 in the Indian Administrative Service.

The existing scales of pay and those recommended by us for members of the U. P. Civil Service (Judicial Branch) and the U. P. Higher Judicial Service are given in Part II of our Report.

**(b) U. P. Civil Service (Executive Branch)**

Direct recruitment to the U. P. Civil Service (Executive Branch) is made through the U. P. Public Service Commission by open competition. Its doors are open to graduates in all branches of learning and sciences except medicine. All those who wish to compete for States executive services sit in a combined competitive examination and those who obtain the highest positions are usually taken in this Service.

2. The present strength of the cadre of the U. P. Civil Service (Executive Branch) has been reported to be 730. There are three grades of pay in this cadre as detailed below :

	Scale of pay	Number of posts		Total
		Permanent	Temporary	
1	2	3	4	5
(i) Ordinary Grade	Rs.300-900 (with a start of Rs. 350).	650	21	671
(ii) Senior Scale ..	Rs.600-1,250	80 (including 50 posts in abeyance)	110	140 (excluding 50 posts in abeyance).
(iii) Special Grade ..	Rs.1,300-1,600	..	50	50
		730 (including 50 post in abeyance).	181	861 (excluding 50 post in abeyance).

3. Prior to the year 1965, there was an ordinary grade of Rs.250-850 with a starting pay of Rs.300 p.m. and a selection grade of Rs.900-1,250 equal to 10 per cent of the posts in the cadre. The selection grade was, however, abolished as a result of the recommendations of the Pay Rationalization Committee 1965, and a Senior Scale of Rs.600-1,250 was created in lieu thereof, to accommodate,

among others, the posts in the ordinary grade carrying a special pay of Rs.100 or so on posts such as Additional District Magistrate, etc. Subsequently, 50 posts in a special grade of Rs.1,300–1,600 were sanctioned by the Government in G. O. No. 9606/II-Ka-72, dated October 23, 1971, on the recommendations of a High Power Committee, which had been constituted in 1969 under the Chairmanship of Sri J. D. Shukla, Chairman, Board of Revenue, U. P., with the object of providing avenues of promotion to the senior members of the Service who were reported to be stagnating in the senior scale due to their promotion prospects to senior scale of I.A.S. having been considerably diminished in recent years. These 50 posts were created by keeping an equal number of posts in the senior scale of Rs.600–1,250 in abeyance.

4. Recruitment to 75 per cent posts in the ordinary grade of the U. P. Civil Service (Executive Branch) in the scale of Rs.300–900 is made directly through a combined competitive examination held by the Public Service Commission and the remaining 25 per cent of posts are filled by promotion from amongst Tahsildars. Emergency and special recruitments were made to the ordinary grade on a few occasions in the past through limited competitive examinations confined to serving hands below the age of 45 years. The officers belonging to the U. P. Civil Service (Executive Branch) are called upon to hold a large variety of administrative and other posts including the posts of Additional District Magistrates (Planning), Additional District Magistrates (Executive), City Magistrates, Sub-Divisional Officers and Sub-Divisional Magistrates, Settlement Officers Consolidation and Revenue Officers in the district which constitute the main block earmarked for the members of this service. They are also put in charge in industrial units, Supply and Rationing, census operations, elections to various bodies and carry out other executive functions besides their traditional functions in revenue and district administration. The senior members of this service also man responsible administrative posts in the offices of Heads of departments, like Joint, Deputy and Assistant Heads, and in the Secretariat as Deputy and under Secretaries to Government. Members of the service in the ordinary grade get their first promotion in the senior scale in about 12 years and in the special grade after about 20 years. Sixty-three posts in the Senior scale of the I.A.S. are open to members of the State Services, but most of these go in actual practice to the members of the U. P. Civil Service (Executive Branch) who in the beginning of their career are called upon to hold more or less the same jobs and perform practically the same duties as the members of the Indian Administrative Service. In all about 8 to 9 per cent members of the Provincial Civil Service (Executive Branch) are able to earn their promotion to the senior scale of the I. A. S. cadre.

5. The U. P. Civil Service (Executive Branch) Association in reply to the questionnaire issued by us and in their memorandum of demands, urged before us that this was a pre-eminent State Service which occupied the same place among the State Services as the Indian Administrative Service occupied among the All India Services and that this service was the backbone of the State administration inasmuch as its members carry burdens and responsibilities higher and more arduous than those of members of other State Services. The Association urged that its pre-eminent position in the fabric of State administration should be recognised and maintained by keeping the scale of pay of this Service higher than that of member of other State Services in order to attract talented youngmen from the Universities to man this service. In support of its contention, the Association cited the case of Indian Administrative Service whose scales of pay were considerably higher than those of other All India and Central Services. It was also contended on behalf of the Association that the scale of pay of members of this Service had been higher than that of other State Services, excepting U. P. Civil Service (Judicial Branch), in the past also, and quoted the following pre-1947 scales of pay of some important State Services :

	Rs.
(i) U. P. Civil Service (Executive Branch) ...	250–850
(ii) U. P. Police Service ...	250–700
(iii) Regional Transport Officers ...	250–800
	250–700
(iv) Finance and Accounts Service ...	220–650
(v) U. P. Service of Engineers, Class II, Public Works Department, Irrigation and Hydel ...	250–650
(vi) U. P. Education Service, Class II ...	250–650
(vii) U. P. Agriculture Service, Class II ..	200–500
	200–500

	Rs.
(viii) Assistant Registrar, Co-operative Societies, Class II	... 200-650
(ix) Provincial Medical Service, Grade 1	... 250-500
(x) Assistant Conservator of Forests	... 300-500
(xi) U. P. Public Health Service	... 250-650

The Association further observed that it was after the independence in the year 1947 that the scales of pay of some of the other State Services were brought at par with those of the U. P. Civil Service (Executive Branch), but even then the starting pay of the members of this Service was kept higher than that of several other State Services, though later on parity in this matter was also given to some other State Services. The Association, therefore, demanded that the position prevailing before 1947, might be restored. Besides maintaining that their pay scales and starting salary should continue to be higher than those of other State Services, the Association placed the following specific demands for our consideration :

(a) The scale of pay of the existing three grades may be revised as below :

	Existing scale	Proposed scale
	Rs.	Rs.
(i) Ordinary Grade ...	300-900 with a start of Rs.350.	500-1,000 with a start of Rs.600 (exclusive of dearness allowance).
(ii) Senior Grade ...	600-1,250	750-1,500 (exclusive of dearness allowance).
(iii) Special Grade ...	1,300-1,600	1,600-2,000 (exclusive of dearness allowance).

(b) Twenty-five per cent of the posts in the U. P. Civil Service (Executive Branch), should be in the Senior Scale. The posts of Settlement Officer (Consolidation), City Magistrates, Residential Sub-Divisional Officers/Sub-Divisional Magistrates of Ghazabad, Mahoba, Ranikhet, Roorkee, Padrauna, Lalitpur and Karwi and District Election Officers also should be in the senior scale.

(c) Fifteen per cent of the posts in the cadre may be placed in the special grade (for which a revised grade of Rs.1,600-2,000 was suggested) and that this grade may be made permanent having regard to the lack of promotion opportunities for the members of this Service.

6. In a supplementary memorandum submitted to us, the Association represented that the grant of the special grade of Rs.1,300-1,600 has not solved the problem of lack of promotion opportunities in the Service, as officers who had put in 24 years of service could not even get officiating chances of promotion to the senior scale of the I. A. S. In supplementary memorandum the Association demanded that due to the "unprecedented" blockade in the prospects of promotions of the members of the Service to I. A. S., the officers of Provincial Civil Service (Executive Branch), may be given a chance of holding the posts of Collectors and Heads of Departments in their own right and allowed a new Super-time scale of Rs.2,000-2,500. The Association stated that prior to 1947 senior duty posts known as Listed Posts, were available to Provincial Civil Service Officer also when the Indian Administrative Service had not been constituted and the members of this Service could not then be promoted to the I. C. S. The Association observed that promotion opportunities available to the members of the other State Services were comparatively brighter than those available to the P. C. S. Officers. In support of their contention the Association submitted a list of 17 officers of other departments and four officers of the Provincial Civil Service (Executive Branch) of comparable seniority to show the disparity.

7. In the course of their oral evidence before us the representatives of the U. P. Civil Service (Executive Branch) reiterated almost the same points which had been urged in their memoranda submitted to us earlier. They laid particular stress on lack of promotion opportunities available to the members of the Service as compared to other State Services and requested that their various demands may be considered in this light as well as in the light of the fact that

their Service has been the premier service in the State on account of its performance and its members had always been allowed better pay scales as compared to other State Services.

8. We sought the views of the Chief Secretary to the Government, U. P., when he appeared before us, about the demand made by the State Services for parity with the U. P. Civil Service (Executive Branch). He stated that technical officers should not be at a disadvantage as compared to generalists just because they happened to be technical personnel and the Heads of other Departments like Engineering and Medical Services should be equated with the administrative officers. He further stated that it may not be possible in every case to give the same status to various Services, but generally it should be at par. He stated that he saw no reason why the Chief Engineer should not be allowed the same pay which was admissible to the Commissioners of the Divisions. He observed that this principle could be applied to other departments also, but not in respect of every post. Sri A. D. Pande, Chairman of the State Public Service Commission, stated in the course of his evidence before us that he felt that the scales of pay for the States Services and particularly the starting salary, was not attractive, and due to this reason, brilliant candidates opted for private firms. He stated that the quality of candidates coming for examination in the technical and several other Services was rather poor. While candidates generally selected for P. C. S. were able to secure 55 per cent qualifying marks the stuff which entered other services was poorer. There was little response for technical posts which was probably due to our poor scales of pay. He cited the example of Punjab and Haryana where the scales of P. C. S. and P. P. S. were higher than those of I. A. S. and I. P. S. He stated that the pay scales of the administrative services should not be lower than those of the technical services. In course of his evidence before us, Sri S. B. Saran, Registrar, Co-operative Societies, U. P., also complained about the poor scales of pay of the State Services. He also stated that talented boys prefer to go to private firms where the starting salary was about Rs.800 to Rs.900 per month.

9. We have given careful consideration to various demands made by the U. P. Civil Service (Executive Branch) Association and particularly their claim for giving them a higher pay scale and status of eminence among State Services, keeping in view the counter claims made by other State Services, particularly the Engineering and other technical Services. We do feel that members of the U. P. Civil Service (Executive Branch), have their own importance in their own sphere, but the other Services too are important in their own spheres. With the change of times, the technical and other Services have also an important role to play in the all-round development of the State. We agree with the observation of the Pay Rationalization Committee that comparison between various categories of Services with the object of determining their relative emoluments is fraught with many difficulties. We also agree with the suggestion made by the Chief Secretary that generally there should be parity in pay scales of administrative and technical services.

10. We have kept in mind the general frustration among the members of the various State Services on account of their low scales of pay as compared to scales of pay admissible to such persons in the private sector. For all the posts, which are in the cadre of the U. P. Civil Service (Executive Branch), we have proposed revision according to the general pattern of scales formulated by us. The revised scales proposed by us are—

				Rs.
(1) Ordinary grade	...	...	...	550-1,200
(2) Senior scale	...	...	...	800-1,450
(3) Special grade	...	...	...	1,400-1,800

In recommending revision of the scale of pay of Rs.1,300-1,600 allowed for 50 special grade posts in the U. P. Civil Service (Executive Branch), we have conformed to the general principle that we have adopted for other posts which were created, upgraded or given a revised scale of pay since the constitution of the Commission.

11. We have also noticed that while the special grade of Provincial Civil Service (Executive Branch), was created formally in October 1, 1971, it was recommended in July, 1970, by a High Power Committee which was appointed in 1969. Some of such other posts upgraded in 1971 or later, for which we have recommended an upward revision of pay scales are those of

Deputy Secretaries, Under Secretaries and Section Officers of the U. P. Secretariat Service, Deputy Sales Tax Commissioner and Assistant Sales Tax Commissioner in the selection grade and Additional Commissioners and Additional District Magistrate (Judicial), belonging to the U. P. Judicial Officers Service.

12. The main consideration that has weighed with us in our doing so is that the relevant pay scales were originally evolved by the Pay Rationalization Committee of 1965, which had based them on the price level obtaining in 1960-61. In view of the 100 per cent or more rise in price level over the 1960-61 level, we have uninformatly recommended the revision of the pay scales for all these posts and found that there is no justification for deviating from the general principles in the case of U. P. Civil Service (Executive Branch).

13. At present the members of this Service in the Junior scale get a higher start of Rs.350 in the scale of Rs.300-900. Such claims for a higher start have been made by other Service Associations also. In view of the scale of pay proposed by us we have refrained from recommending a higher start for this or any other service. If Government feel that in any particular service, a higher start needs to be given, they may take appropriate decision on merits of each case.

14. As regards the other demands of this Service Association regarding fixing the percentage or number of promotion posts, we feel that, although it is an administrative matter on which Government could themselves take decisions, it would be desirable to make recommendations in that behalf also where we find, or have reasons to believe, that considering the nature and importance of the service, promotion opportunities are not adequate. We have, therefore, made recommendations in that behalf in the case of other Services also elsewhere, and for this Service our recommendations are as under :

(1) We recommend that the total number of posts in the senior scale of Rs.800-50-1,450 proposed by us should be about 150 or 25 per cent or whichever is less of the permanent posts of Deputy Collectors in the proposed ordinary grade of Rs.550-1,200. We do not, however, wish to indicate the posts which may be included in this scale. This may be done by Government after considering the nature of duties and responsibilities attached to various posts.

(2) Taking into consideration the circumstances in which the Government decided to sanction 50 posts in the special grade of Rs.1,300-1,600 (now proposed to be revised to Rs.1,400-1,800) for the members of the U. P. Civil (Executive) Service, we recommend that the number of the posts may be raised from 50 to 75 or so and that some of these posts may be considered to be a permanent feature of the U. P. Civil Service (Executive Branch) so that the holders of posts in this Special Grade could be confirmed in the grade.

(3) We do not think that it would be expedient at this stage to allow any higher scale for the members of this Service over and above our recommendations to increase the number of special grade posts in the revised proposed scale of pay of Rs.1,400-1,800 from 50 to 75. Our proposal will open avenues of promotion for 25 more officers to the special grade of Rs.1,400-1,800. The members of this Service have already avenues of promotion to I. A. S. and the talented members of this service will have no lesser avenues of promotion ultimately as compared to members of other State Services, but in case the State Government find that promotional opportunities of these officers in the I. A. S. cadre have become less now than before, they may take up the matter with the Government of India for suitable remedial action.

We also feel that the rich and varied experience of the senior officers of this Service, who are placed in the special grade of Rs.1,400-1,800 can be usefully utilised by the State Government on posts of higher responsibility in the State administration and in public sector undertakings, and such other posts of extraordinary responsibility.

#### (c) Judicial Officers Service

A new service of Judicial Officers was created in 1947, to help the Sub-Divisional Magistrates in their court work which had accumulated during the war years. This became the nucleus for the partial separation of Judiciary from the Executive in 1949, at the level of criminal courts of original jurisdiction and also for revenue case work. Initially, Judicial Officers were appointed in a few selected districts, but shortly after independence the scheme was

extended to other districts also. In 1948, the designation of Judicial Officers was changed to Judicial Magistrates. In 1949, the duties of Revenue Officers were also entrusted to the Judicial Magistrates. In 1950, the old designation of Judicial Officers was restored.

2. The posts now constitute a separate service of Judicial Officers. Recruitment to the U. P. Judicial Officers' Service was till 1965 made through a competitive examination conducted by the State Public Service Commission. They deal with cases under the Indian Penal Codes and are also empowered to take cognisance under clause (a) and clause (b) of sub-section (1) of section 190 of the Criminal Procedure Code of offences under the Indian Penal Code.

3. From October 2, 1967, all members of the U. P. Judicial Officers Service except a few Additional Commissioners and some who were retained temporarily to dispose of Revenue case work, have been placed under the administrative control of the High Court. They have not, however, been brought on the cadres of the U. P. Civil Service (Judicial Branch) and the U. P. Higher Judicial Service. The Judicial Officers in the district are subordinate to the Additional District Magistrate (Judicial), who in turn, is subordinate to the District and Sessions Judge and through him to the High Court. Promotion of Judicial Officers to the post of Additional District Magistrate (Judicial) and of the latter to the post of Additional Commissioner, are ordered by the Government in consultation with the High Court.

4. The existing strength of the members of this service and their scales of pay are as below :

Name of post		Permanent	Temporary	Pay Scale
				Rs.
Judicial Officers	.. ..	207	12	300—900 with a start of Rs. 325.
Additional District Magistrate (Judicial).		31	..	400—1,000
Additional District Magistrate (Judicial) Selection Grade.		15	..	600—1,250
Additional Commissioner (Judicial)		8	..	750—1,400

5. In their memorandum submitted to us, the U. P. Judicial Officers' Service Association has observed that the service of Judicial Officers is parallel to other State services, mainly P.C.S. (Judicial Branch) and P. C. S. (Executive Branch) and they have been dealing with almost all the revenue and criminal work in the State for more than 23 years, exercising the powers of Assistant Collectors First Class and Magistrates First Class. The Association has complained that although the members of this service have been placed under the control of the High Court they have not been merged in the U. P. Civil Service (Judicial Branch) or the U. P. Higher Judicial Service, and consequently, they cannot get promotion to the posts of District and Sessions Judge. The Association feels that this is highly discriminatory. In the Association's view, it is equally discriminatory that while the posts of Additional District Magistrate (Executive) carry the pay scale of Rs.1,300—1,600 or Rs.600—1,250, only 15 Additional District Magistrates (Judicial) draw pay in this scale, and the remaining Additional District Magistrates (Judicial) have been allowed a scale of pay of Rs.400—1,000 only. They have claimed that before the adoption of the recommendations of the Pay Rationalization Committee, the Additional District Magistrates belonging to the U. P. Civil Service (Executive Branch) as well as to the Judicial Officers' Service, were in the scale of Rs.250—850 with a special pay of Rs.100 p.m. The Association has further urged that the essential qualifications for the members of U. P. Judicial Service are higher than those of the U. P. Civil Service (Executive Branch) inasmuch as the former have to be Law Graduates. They have also referred to the disparity in the pay scales of the Additional Commissioners drawn from the U. P. Judicial Officers' Service and those belonging to U. P. Civil Service (Executive Branch). Comparing the U. P. Judicial Officers' Service with the U. P. Civil Service (Judicial Branch), the Association observed that while the members of the U. P. Civil Service (Judicial Branch) ordinarily become Civil



Judges in about eight years, and Civil and Sessions Judges in about 12 to 13 years of service, a Judicial Officer is hardly promoted even as Additional District Magistrate (Judicial) after 20 years of service.

6. The U. P. Judicial Officers' Service Association has demanded a running scale of Rs.500–2,200 with two advance increments at each promotion after every eight years of service. Alternatively, they have demanded that instead of fixing a scale of pay category-wise, 50 posts may be in the scale equivalent to the existing scale of Rs.400–1,000, 80 posts in the scale equivalent to the existing scale of Rs.600–1,250 and 50 posts in the scale equivalent to the existing scale of Rs.1,300–1,600. The third alternative demand of this Association is that senior Judicial Officers who have put in more than eight years of service should be placed in the scale which may be equivalent to the scale of pay of Rs.400–1,000 and the Additional District Magistrate (Judicial) may be allowed the same scale which may be recommended for Additional District Magistrate (Executive). They have also demanded that 15 Senior Additional District Magistrate (Judicial) should be allowed the scale equivalent to the existing scale of Rs.1,300–1,600. The Association has also urged that the Additional Commissioners appointed from the Judicial Officers' Service might be allowed parity in the scales of pay with the Additional Commissioners drawn from the U. P. Civil Service (Executive Branch).

7. We have carefully considered the demands made by the Association and also compared their duties and responsibilities with the members of the U. P. Civil Service (Judicial Branch) and U. P. Civil Service (Executive Branch). We feel that although the method of recruitment, qualifications and nature of duties of the officers of the U. P. Judicial Officers' Service are fairly comparable with those of the U. P. Civil Service (Executive Branch) and U. P. Civil Service (Judicial Branch), the scales of pay and promotion opportunities available to these officers are comparatively inadequate. We, therefore, recommend that the Judicial Officers may be allowed the same scales of pay as may be allowed to the members of the U. P. Civil Service (Executive Branch) in the Ordinary Scale, and the Additional District Magistrate (Judicial) may be allowed the same scale of pay which is generally allowed to the Additional District Magistrate (Planning). We also recommend that there should be no distinction in the scales of pay of Additional Commissioners drawn from the Judicial Officers' Service and those drawn from the U. P. Civil Service (Executive Branch). As a large number of Judicial Officers including those who have put in up to 23 years of service are still drawing pay in the scale of Rs.300–900 and have not been able to get promotion to the post of Additional District Magistrate (Judicial) in the existing scale of Rs.400–1,000, we recommend that 15 per cent of the permanent posts of Judicial Officers should be placed in the selection grade of Rs.650–1,300. We have proposed the revised pay scales accordingly which would be found in Part II of the Report.

#### (d) Uttar Pradesh Police Service

In the Uttar Pradesh Police Service, there are at present 319 permanent and 118 temporary posts of Deputy Superintendents of Police in the Junior Scale of Rs.300–900. The permanent posts also include 10 posts of the Vigilance Establishment. Fifty per cent of permanent vacancies in the cadre are filled by direct recruitment through a combined competitive examination held by the State Public Service Commission for recruitment to some State Services and the remaining vacancies are filled by promotion. The minimum educational qualification for direct recruitment to the service is a Degree of a recognised University besides good physique according to the standards prescribed for the members of this Service. Thirty posts also exist in the service in the Selection Grade of Rs.700–1,200. The existing scales of pay of the members of this Service are as below :

- |                     |  |
|---------------------|--|
| (1) Junior scale    | ... Rs.300–900 with a starting salary of Rs.350. |
| (2) Selection grade | ... Rs.700–1,200.                                |

Besides, 42 permanent posts in the senior scale of the Indian Police Service are also available for promotion of the officers of the U. P. Police Service. The officers of this service also get special pay at varying rates on a large number of posts included in the cadre.

2. In the memorandum submitted to us by the U. P. Police Service Association, it has been observed that there is acute frustration in the Service



because of the discrimination created by the U. P. Pay Rationalization Committee between the members of the U. P. Police Service and the U. P. Civil Service (Executive Branch). It has been stated that while an officer of the U. P. Civil Service (Executive Branch) could look forward to his promotion in the senior scale (Rs.600—1,250), Super-time-scale (the correct name being Special Grade) (Rs.1,300—1,600) and the Indian Administrative Service, an officer of the U. P. Police Service could be promoted to the selection grade of Rs.700—1,200 and to the Indian Police Service only. It has been stated that unlike the U. P. Civil Service (Executive Branch), State Police Service Officers become eligible for selection grade only after putting in twelve years of service, and that even in the existing junior scale of Rs.300—900 a Deputy Superintendent of Police reaches the stage of Rs.700 when he is promoted to the selection grade. It has also been claimed that a number of avenues of promotion and posts carrying special pay were available to the officers of the U. P. Civil Service (Executive Branch), but there are none open to Police Officers. The Association has made the following demands :

- (1) The members of the U. P. Police Service in the existing scale of Rs.300—900 should be allowed the same scale of pay which the Commission might recommend for officers of the U. P. Civil Service (Executive Branch) of the same grade.
- (2) The scale of pay and percentage of posts in the selection grade of the U. P. Police Service as also in the Super-time-scale, should be allowed as might be recommended for the members of the Uttar Pradesh Civil Service (Executive Branch).
3. The Inspector General of Police has recommended that the members of the U. P. Police Service should be allowed pay in the same scale as might be granted to the members of the U. P. Civil Service (Executive Branch), and the same percentage of posts and pay scale in the senior scale of the service. He has also observed that Deputy Superintendents of Police recruited directly had to pass the same competitive examination of the Public Service Commission as the Provincial Civil Service Officers and that the physical standards prescribed for the former was much more rigorous than those prescribed for the latter. He has also observed that Police Officers are exposed to greater risks and hazards than their counterparts in the Provincial Civil Service and they are also deputed to troubled areas in other States. He has recommended that 15 per cent of the total posts of this cadre be allowed the senior scale/super-time-scale.
4. In the course of their evidence before us, the representatives of the U. P. Police Service Association reiterated the points mentioned in their memorandum of demands. They made out that while the officers of the U. P. Civil Service (Executive Branch) appointed in the year 1960 had become Additional District Magistrates (Executive) in the scale of Rs.600—1,250, the Police Officers appointed in the year 1955 were still working as Deputy Superintendents of Police. They urged that the pay of officers of various State Services recruited through the combined competitive examination should be kept at par. They particularly demanded parity with the members of the U. P. Civil Service (Executive Branch).
5. The Honorary Secretary of the U. P. Police Service Association has forwarded to the Commission extracts from the speech delivered by the Chief Minister on March 25, 1972, to the effect that the duties and responsibilities of the members of the U. P. Police Service were comparable with the members of the U. P. Civil Service (Executive Branch) and that there should be no disparity between the pay scales of the two Services. Comments of the Government in the Appointment Department were invited on this point, and we were informed that the Government had given thought to the prevailing disparity between the pay scales of the two Services and they felt that the revised scale of the selection grade of the U. P. Police Service should be the same as may be determined for the senior scale (Rs.600—1,250) of the U. P. Civil Service (Executive Branch).
6. We have given careful thought to the demands of the Association regarding the revision of their scales of pay, the recommendations of the Inspector General of Police and the views of the Government, and we feel that the junior or ordinary scale of pay of this service should be kept the same as for other State Services, as is also the case at present. We also recommend that the existing selection grade of Rs.700—1,200 for officers of the U. P. Police Service may be converted into Senior scale and kept at par with the

existing senior scale of Rs.600-1,250 available to the members of many other State Services including the U. P. Civil Service (Executive Branch).

7. As regards the demand of the U. P. Police Service Association for parity with the U. P. Civil Service (Executive Branch) in the scale of pay and percentage of posts in the selection grade (being proposed by us for conversion into senior scale of Rs.800-50-1,450) and creation of a Super-time-scale in the service, we do feel that there should be adequate and equal promotional opportunities for members of all the State Services. We do not, however, find any force in the contention of the U. P. Police Service Association that the U. P. Pay Rationalization Committee, created any discrimination between the U. P. Police Service and the U. P. Civil Service (Executive Branch); while it maintained the then existing selection grade of Rs.700-1,200 in the U. P. Police Service, it recommended replacement of the already existing selection grade of Rs.900-1,250 by a senior scale of Rs.600-1,250 in the U. P. Civil Service (Executive Branch). As to the requirement of 12 years service for promotion to the selection grade of Rs.700-1,200 of the U. P. Police Service, we find that even in the U. P. Civil Service (Executive Branch) promotion to the senior scale is not available in less than 12 years of service. However, the Government may consider devising some way to ensure that officers of State Services are able to get promotion to the proposed senior scale of Rs.800-50-1,450 being recommended by us after putting in a certain uniform number of years of service so that there may be no feeling among the members of any service of having been discriminated against with resultant sense of frustration. The contention of the U. P. Police Service Association that even in the existing junior scale of Rs.300-900, a Deputy Superintendent of Police reaches the stage of Rs.700 at the time of promotion to the selection grade of Rs.700-1,200, applies more to the case of promotion of the members of the U. P. Civil Service (Executive Branch) from the ordinary grade of Rs.300-900 to the senior scale of Rs.600-1,250 inasmuch as all members of the U. P. Civil Service (Executive Branch), get much higher than Rs.600 at the stage of such promotion.

8. The demand of the U. P. Police Service Association for providing a super-time-scale equivalent to the existing special grade of the U. P. Civil Service (Executive Branch) namely Rs.1,300-1,600 (which we propose to revise to Rs.1,400-1,800) cannot be accepted for two reasons. Firstly the special grade of Rs.1,300-1,600 was provided in the U. P. Civil Service (Executive Branch) on the recommendation of a High Power Committee presided over by Sri J. D. Shukla, which had come to the conclusion that the prospects of promotion of the officers of that service had receded considerably, so much so that even officers who had put in 24 years of service could not get promotion to the Indian Administrative Service. That Committee had also opined that normally promotion of P. C. S. officers to the Indian Administrative Service should be available, if deserved after about twenty years of service. Similar situation does not exist in the U. P. Police Service where Deputy Superintendents of Police of 1955 batch (joined in 1957) have been able to get promotion to the Indian Police Service, which means in about 16 years of service. It has been pointed out to us that while Deputy Superintendents of Police recruited several years later than Deputy Collectors have been confirmed in the Indian Police Service and are even working as Senior Superintendents of Police in KAVAL towns, Deputy Collectors recruited much earlier have to be content with their posting as Additional District Magistrate (Executive) only. In this connection it is relevant to mention that while the post of Additional Superintendent of Police is included in the cadre of the Indian Police Service, that of the Additional District Magistrate (Executive) is not included in the senior scale of the I. A. S. Secondly, the existing senior scale of the Indian Police Service is Rs.740-1,300 only which is no doubt low. We hope that the Third Central Pay Commission, which is already seized of the matter, would take note of this situation and make appropriate recommendations to the Government of India in this regard. In fact, we have recommended the Senior scale of Rs.800-1,450 in place of the existing selection grade of Rs.700-1,200 for the U. P. Police Service in the expectation that the existing senior scale of the Indian Police Service would be raised. In case the members of the U. P. Police Service are allowed super-time-scale of Rs.1,400-1,800 proposed by us for the existing scale of Rs.1,300-1,600 in various State Services, it would become much higher than the existing senior scale prescribed for the members of the Indian Police Service, and an anomalous situation would be created in which officers of the

U. P. Police Service might be drawing higher pay than that of Superintendents of Police in the Indian Police Service.

9. The existing pay scales and those proposed by us for the members of the U. P. Police Service would be found in Part II of the Report.

#### **Uttar Pradesh Public Service Commission, Allahabad**

A Central Public Service Commission was first established in India in 1926, following the recommendations of the Lee Commission. The Central Commission alone could not possibly meet all the requirements of the Provinces. Consequently a provision for setting up a Public Service Commission for each Province, in addition to one for the Federation, was made in Section 264 of the Government of India Act, 1935, which resulted in the Constitution of the United Provinces Public Service Commission on April 1, 1937, which has continued to function as such under the provisions of Articles 315 to 323 of the Constitution of India.

2. The Uttar Pradesh Public Service Commission, is composed of a Chairman and other Members who are appointed by the Governor. The functions of the Commission are laid down in Article 320 of the Constitution according to which it is required to conduct examinations for appointment to the services of the State. The Commission is also to be consulted on (i) all matters relating to methods of recruitment to Civil Services and Civil Posts, (ii) the principles to be followed in making appointments to Civil Services and posts and in making promotions and transfers from one service to another, (iii) all disciplinary matters affecting persons serving the Government whose appointing authority is Governor, (iv) claims by or in respect of persons who are serving or have served the Government, (v) and on any claim for the award of a pension in respect of injuries sustained by a person while serving under the Government in a Civil capacity. The Commission also advises the Government on any other matter referred to them. The Commission is an independent statutory body.

3. The executive head of the office of the Commission is its Secretary, who is a senior officer of the Indian Administrative Service, assisted by a Joint and a Deputy Secretary and other gazetted and non-gazetted staff.

4. Although no formal reply to the questionnaire issued by this Commission had been received from the U. P. Public Service Commission, its Secretary, has in his letter No. Lekha-110/81-A/71-72, dated April 11, 1972, addressed to Government in the Appointment Department, copy endorsed to us, said the Commission have considered our Questionnaire and were of the view that the recommendations which this Commission may make in respect of the various categories of officers and staff of the U. P. Civil Secretariat may be applied to the officers and staff of corresponding rank in the office of the Commission also. In support of this claim, he has also referred to the observations made by the U. P. Pay Rationalization Committee (1964-65) on pages 59-60 of Chapter IX of its Report (English).

5. There has been no change in the identical status of the staff of the Civil Secretariat and the Commission. The scales of pay of the posts of Lower Division Assistant, Upper Division Assistant, Assistant Superintendent and Superintendent, in the office of the Commission are identical with those in the Secretariat except that in the Secretariat the posts of Assistant Superintendent and Superintendent have recently been merged into an integrated post of Section Officer. But the scales of pay of the posts of Assistant Secretary, Under Secretary, and Personal Assistant to the Chairman of the Commission are different from those of the corresponding posts in the Civil Secretariat, where the post of Assistant Secretary and Under Secretary, have been combined into an integrated post of Under Secretary. The Chairman, Public Service Commission has also during his oral evidence before us, stated that now there was disparity in case of only four or five posts which should be removed by accepting the recommendations of the U. P. Pay Rationalization Committee in full.

6. A memorandum of demands has been sent by the Personal Assistant of the office of the Public Service Commission, in which it has been stated that although the pay scale of the post of Stenographers in the Secretariat, the Public Service Commission, the High Court and Board of Revenue is Rs.200-450 the pay scales allowed to the Personal Assistants are different. They have made the following demands :

(i) The present pay scale of Rs.250-550 should be brought at par with the scale of private Secretaries Grade II of the Secretariat, i.e. Rs.350-750.

(ii) The present pay-scales of Rs.515-715 of the Private Secretary of the Chairman, Public Service Commission should be brought at par with the scale of Private Secretary, Grade I, of the Secretariat, i.e. Rs.850-1,150.

(iii) If in future, the pay scales of the aforesaid posts of the Secretariat are revised upward, the scales of corresponding posts in the office of the Public Service Commission should also be similarly revised.

7. The Librarian of the Public Service Commission in the course of his oral evidence stated that the pay scale of the Librarian of the High Court is Rs.515-715, and in the other subordinate offices it is Rs.150-350, but the scale of this post in the Public Service Commission is only Rs.120-250. The Secretary, Public Service Commission has also suggested the pay scale of Rs.150-350 for the post of Librarian.

8. We have carefully considered all the demands placed before us and have also consulted the Government in the Appointment Department. Government have informed the Public Service Commission in their letter No. 35/68/1970/Niyukti-3, dated July 15, 1972, copy endorsed to us, that the intention of the Pay Rationalization Committee was not that there should be complete parity in the scales of pay of the officers and the employees of the Secretariat and the office of the Public Service Commission and that it was on that account that the Pay Rationalization Committee had itself proposed different scales of pay for the office of the Public Service Commission.

9. Nevertheless in respect of the posts of the Personal Assistants we recommend higher pay scales of Rs.500-25-650-30-800-50-1,000 keeping in view their qualifications, status and the very responsible nature of work which they perform single-handed. In respect of the post of the Librarian which is in the scale of Rs.120-250, we find that his pay scale is on the lower side as compared to similar posts in other departments. We, therefore, recommend the scale of Rs.300-8-340-10-440-12-500 for this post, which is higher than that which would be admissible on the basis of existing emoluments.

10. The existing pay scales of the officers and staff of the office of the Public Service Commission as also those recommended by us are given in Part II of this Report.

#### (f) Officers' Training School, Naini Tal

After the abolition of the Training School at Moradabad in 1931, there was no institution in the State till 1950, where officers on the Executive Cadres of the Administration, could receive training in the duties they were required to perform. In 1951 an Officers' Training School was started at Allahabad for training of Officers of the Uttar Pradesh Civil (Executive) Service and some other officers. The school which was closed down in 1953, for administrative reasons, was restarted in September 1954, and again closed down in 1962. Now an officers' Training School has again been set up at Naini Tal since the middle of 1971.

2. This school imparts training to the direct recruits of the Uttar Pradesh Civil Service (Executive Branch) and those members of the Indian Administrative Service as are allocated to this State. In future this School will also admit officers drawing pay in the pay scale of Rs.1,300-1,600, and U. P. Civil (Executive) Service Officers who have put in a service of 6 to 10 years. Apart from the above, Naib-Tahsildars and other direct recruits to various State services, would also be trained. In the near future, the Secretariat Assistants might also be trained there.

3. The post of the Principal is held by an officer of the Indian Administrative Service Cadre in the super-time-scale of pay. He is assisted by a Vice-Principal, who is a P. C. S. Officer in the pay scale of Rs.1,300-1,600. Another officer belonging to the Higher Judicial Service is posted there as Lecturer.

4. The Principal stated in a memorandum that the trainees would learn office administration, office routine, etc. better, if experienced, efficient and highly educated teachers and members of the staff were, posted to the School. He suggested that the pay scales for the staff should be at par with those allowed to the staff of the Secretariat or the major heads of departments. We have given due consideration to his recommendations and have suggested appropriate scales for various posts. These will be found in Part II of our Report.

## 2. GENERAL ADMINISTRATION DEPARTMENT

### (a) Inspectorate of Government Offices

The Inspectorate of Government Offices functions as an independent agency for systematic periodical inspection of Government offices in the State. The Inspectorate was established in the year 1923 and was then under the administrative control of the Finance Department. In October, 1955, it was placed under the charge of the Commissioner for Reorganisation in the Chief Secretary's Branch, to work in collaboration with the O. & M. Division. A whole-time Chief Inspector of Offices was appointed in April, 1956. Inspection of Treasuries and Sub-treasuries is not within the purview of this Inspectorate because these are inspected periodically by the audit parties of Accountant General's office, the Commissioners of Divisions Collectors/Deputy Commissioners and other authorities. The Inspectorate of Government Offices has its headquarters at Allahabad.

2. The Chief Inspector of Government offices submitted a memorandum for the revision of the pay scale of his post as well as the scales of pay of the posts in his office. During his oral evidence before us he suggested that the scale of pay of his post may be revised from Rs.400-1,000 to Rs.700-1,400, and for Inspectors of Government Offices, who are in the scale of Rs.350-550, it was proposed that their scale may be revised to Rs.300-900. For the post of the Superintendent Inspector, it was suggested by him that keeping in view the important nature of duties and responsibilities attached with the post, a scale of Rs.400-1,000 may be recommended and the special pay of Rs.50 might be abolished. As regards the other ministerial and other posts, the Chief Inspector of Offices proposed that they may be allowed the same pay scales as are allowed in the Secretariat and he also suggested that recruitment may be made through the Public Service Commission.

3. In their letter no. 55 (1) /71 O & M, dated January 31, 1972, the General Administration Department (Reorganization) proposed to us that the scale of pay of the post of Chief Inspector of Offices might be revised from Rs.400-1,000 to Rs.600-1,000 because the persons who are promoted to the post of Chief Inspector generally draw more pay than the minimum of the present scale. No change was recommended in the scales of pay of the Inspector Superintendent and the other Inspectors of Government offices. The scales of pay for the ministerial employees were recommended to be the same as might be prescribed for similar other offices.

4. We have considered the various demands which have been placed before us and our recommendations regarding the proposed scales of pay will be found in Part II of our Report.

### (b) Entertainment and Betting Tax Department

The responsibility for supervision and collection of entertainment and betting taxes was in the early stages left solely to the District Magistrates who were provided with Entertainment and Betting Tax Inspectors in only a few of the districts for carrying out the work. In order to strengthen and tighten up requisite supervision, overall control was initially entrusted to the Inspector General of Registration in March, 1947, but later a separate agency under a Chief Inspector, Entertainment and Betting Taxes, was set up in October, 1947, who was designated as Commissioner, Entertainment and Betting Tax in January, 1948. This function was later on entrusted to the Commissioner, Sales Tax, who looks after this work in addition to his own work.

2. The work relating to this department is dealt with in the General Administration Department of the Government. The Commissioner, Sales Tax, U. P. who functions as Commissioner, Entertainment and Betting Tax, also acts as Head of the Department. The Commissioner discharges his functions with the help of two Assistant Commissioners.

3. The U. P. Entertainment Tax Inspector's Association in reply to the questionnaire issued by us has demanded that there should be only one scale of pay for Grade I and II Inspectors as their duties and responsibilities are

the same. The association has also demanded parity in pay scale with Assistant sales Tax Officers in view of similarity in qualification, mode of recruitment and nature of duties. It has also demanded a selection grade for 10 per cent of the cadre posts to avoid stagnation and to provide avenues of promotion. The Inspectors of Grade I in a separate memorandum opposed the move of merger of Inspectors of Grade I and II.

4. We have duly considered these suggestions and have recommended suitable pay scales for the various posts in the Department in Part II of our Report. These scales are on the pattern generally approved by us for revision of existing pay scales.

#### (c) Wasika Office, Lucknow

A number of Wasikas and political pensions are paid by the Government of India to the members of the ex-royal families of Avadh and Delhi and their dependents. The payment of Wasikas to the members of the ex-royal family of Avadh and of the pensions granted by the ex-rulers of Avadh to the grantees resident at Lucknow and Faizabad are made through the Wasika Office, Lucknow, which is looked after by a Wasika Officer, who is usually a retired or serving Deputy Collector. He functions under the overall charge of the Commissioner, Lucknow Division. At the Secretariat level, the work of this office is dealt with by the General Administration Department.

2. No reply to the questionnaire issued by us was received from the Wasika office or from its employees. The Wasika Office Employees Association, however, submitted to us a memorandum, claiming that the pay-scales of the employees of this office have from time to time been treated or fixed at par with those of the employees of Collectorate, Lucknow, at comparative levels. It has further been contended that the revision of the pay-scales of the employees of the Wasika office had been omitted by the Uttar Pradesh Pay Rationalization Committee and the Anomaly Committee had allowed to all the employees of the Wasika office, the same scale of pay as were approved for the corresponding Collectorate employees, but the Head Clerk was allowed a lower pay-scale. It has been contended that the pay-scale of the post of the Head Clerk was at par with the pay-scale of Treasury Head Clerk, but after 1965, he was not granted the pay-scale of Rs.300-400 which was allowed to the Treasury Head Clerk. The Association has demanded parity in pay-scale with the Treasury Office or Collectorate, Lucknow.

3. After carefully examining the duties and responsibilities etc. of the various posts in Wasika office as also the prescribed minimum qualifications and source and method of recruitment, we do not find sufficient justification for accepting the demand for upgrading the pay-scale of the Head Clerk to the level of the Head Clerk of the Treasury office, as the duties of the latter are much more onerous. The pay-scales recommended by us for the posts of the Wasika office, are given in Part II of our Report.

---

### 3. SECRETARIAT ADMINISTRATION DEPARTMENT

#### U. P. Secretariat

The Uttar Pradesh Secretariat, is the nerve centre of the State Government. After reorganization of the Secretariat, which took place in 1923, the entire ministerial establishment was centralised and brought under the control of Chief Secretary to the Government, except for the staff in the Finance and the Public Works Departments. The entire Secretariat was, thus commonly known to be divided into three units, viz., General Secretariat, Finance Branch and Public Works Branch. The establishment of the non-gazetted ministerial staff in the General Secretariat, was further decentralised and placed under the control of various Secretaries in 1951 and the Sub-units were known as the various Secretaries' Branches. Recruitment to various categories of ministerial posts was, however, continued to be made on a centralised basis and allocation of the staff to different Branches was made by the Secretariat Administration Department (Establishment). This occasionally resulted in diversified promotions. As there was a general feeling that the existence of the aforesaid three units did not give equal opportunities for promotion to the staff recruited from a common source, these three units were merged into one with effect from September 1, 1957. Now the whole staff in the Secretariat, including the gazetted secretariat officers, is under the control of the Chief Secretary. The establishment work is looked after by a Joint or Deputy Secretary, along with other officers through Secretariat Administration Department (Establishment).

2. The supervisory staff in various departments of the Secretariat hitherto consisted of Superintendents in the scale of Rs.515-715 and Assistant Superintendents in the scale of Rs.350-550. Both the posts were gazetted. A Superintendent was in charge of a Department, usually with five Upper Division Assistants, but when the number of these Assistants exceeded five, an Assistant Superintendent was by and large, posted in the Department, who helped the Superintendent in various ways. Occasionally, Assistant Superintendents were also made incharge of smaller departments or special cells within a department. A notable development which took place in the Secretariat, after this Pay Commission had been constituted, was that the posts of 129 Superintendents in the scale of pay of Rs.515-715 and 135 Assistant Superintendents in the scale of pay of Rs.350-550 were merged in a unified cadre of Section Officers in the scale of Rs.350-750 with effect from October 1, 1971, and each Section Officer was made incharge of an independent Section, normally consisting of three to five Upper Division Assistants. Similar development was the amalgamation of about 23 posts of Assistant Secretaries in the scale of pay Rs.800-950 and 14 posts of Under Secretaries in the scale of pay Rs.950-1,150, into one integrated cadre of Under Secretaries in the revised scale of pay of Rs.800-1,150. Similar amalgamation took place in equal level posts in the cadres of Private Secretaries and Personal Assistants also.

3. The existing strength of the above staff is as follows :

(1) Deputy Secretaries including Deputy Secretary to (Mukhya Mantri)	6
(2) Under Secretary	37
(3) Petitions Officer	1
(4) Section Officer	264
(5) Private Secretary	67
(6) Language Officer	1
(7) Librarian	1
(8) Upper Division Assistant	790
(9) Deputy Librarian	1
(10) Assistant Librarian	1
(11) Publication Assistant	1
(12) Personal Assistant	270
(13) Reference Clerk	213
(14) Treasurer in S.A.D. (A)	1
(15) Treasurer and Additional Treasurer	7
(16) Accountant and Additional Accountant	18
(17) Treasurer-cum-Accountant	9
(18) Assistant Treasurer	1



(19) Budget Assistant	...	2
(20) Lexicon Assistant (in abeyance)	...	1
(21) Lower Division Assistant	...	730
(22) Typist	...	206
(23) Jamadar	...	129
(24) Peon.		

Besides other miscellaneous posts there is an Officer on Special Duty (Organisation and Methods), three O. & M. Officers, other Officers on Special Duty, Care-taker, Assistant Care-takers, etc. also.

4. Recruitment to the posts of Lower Division Assistant and Upper Division Assistant is made through the Public Service Commission on the basis of competitive examination and promotion to higher posts is made, by and large, on the basis of merit in consultation with the Public Service Commission.

5. We received a large number of memoranda and replies to our questionnaire from various Associations of the Secretariat. We also received a report from the Secretariat Administration (Establishment) Department, Section I, in which detailed recommendations for revision of scales of pay of the various categories of staff were made. The proposals, which did not include dearness allowance or interim relief admissible at present to various categories of employees, were as below :

Serial number	Name of the post	Existing scale of pay	Proposed scale of pay
1	2	3	4
<b>GAZETTED POSTS—</b>			
		Rs.	Rs.
1	Deputy Secretary	1,200—1,400	1,300—1,600
2	Under Secretary	800—1,150	900—1,250
	Petitions Officer	800—950	850—1,000
4	Bhasha Adhikari Evam Alp Sankhayak Adhikari	700—850	750—950
5	Bhasha Adhikari	515—715	400—800
6	Section Officer	350—750	400—800
7	Section Officer, Selection Grade	..	800—900
8	Private Secretary to Mukhya Mantri (Deputy Secretary)	1,200—1,400	1,300—1,600
9	Private Secretary—Grade I	800—1,150	900—1,250
10	Private Secretary—Grade II	350—750	400—800
11	Officer on Special Duty	350—750	400—800
12	Private Secretary to Mukhya Sachiv	350—750	400—800
13	Librarian	515—715	400—800
14	Publications Assistant	350—550	400—800
<b>NON-GAZETTED POSTS—</b>			
1	Upper Division Assistant	200—450	225—525
2	Lower Division Assistant	120—250	160—320
3	Reference Clerk	200—400	225—475
4	Reference Clerk (Selection Grade)	200—450	225—525
5	Translator/Reviser	200—400	225—525
		(Special pay of Rs.20 p.m. for Reviser).	(Special pay of Rs.20 p.m. for Reviser).
6	Personal Assistant	200—450	225—525
7	Deputy Librarian	350—550	375—575
8	Assistant Librarian	200—450	225—525
9	Cataloguer	120—250	160—320



Serial number	Name of the post	Existing scale of pay	Proposed scale of pay
1	2	3	4
		Rs.	Rs.
10	Additional Treasurer/Assistant Treasurer	120—250 (Plus special pay as admissible under rules)	225—525 (Plus special pay as admissible under rules)
11	Additional Accountant/Budget Assistant/ Treasurer-cum-Accountant.	200—400 (Special pay as admissible under the rules and a special pay of Rs.40 p.m. to Senior Budget Assistant)	225—525 (Plus special pay as admissible under the rules and a special pay of Rs.40 p.m. to Senior Budget Assistant)
12	Care-taker	200—450	350—550 (Plus a special pay of Rs.25 p.m.)
13	Assistant Care-taker	120—250 (Plus special pay of Rs.20 p.m.)	160—320 (Plus a special pay of Rs.20 p.m.)
14	Storekeeper	120—250	160—320
15	Telephone Monitor	120—220	150—300
16	Typewriter Mechanic	120—220	140—280
17	Typist	100—180	120—250
18	Telephone Operator		
19	Junior Grade clerk		
20	Assistant Storekeeper	100—180 (Plus a special pay as admissible under rules.)	120—250 (Plus a special pay as admissible under rules.)
21	Assistant Typewriter Mechanic	80—140	120—220
22	Council House, Head Guard	65—90 (Plus special pay of Rs.5 p.m. to one Council House Head Guard.)	95—140 (Plus special pay of Rs.10 p.m. to one Council House Head Guard.)
23	Council House Guards	60—80	75—110
24	Head Mali/Carpenter/Painter	65—90	90—115
25	Literate Daftari/Jamadar/Record Lifter, Cyclostyle Operator, Book Binder, etc.	60—80	85—110 (with a special pay of Rs.5 p.m. for Record Lifters.)
26	Class IV employees	55—75	65—90 (Plus a special pay of Rs. 2 p. m. to the peons working in the Treasurer's Section of the Chief Secy.'s Branch.)

6. The U. P. Secretariat Gazetted Officers Association in its letter, dated May 12, 1972, urged that while on the basis of the present cost of living these officers were entitled to higher scales of pay, in view of the paucity of resources and other considerations, they have proposed the following scales of pay for various categories of Secretariat posts :

	Rs.
(1) Section Officer ... ..	500—1,000
(2) Bhasha Adhikari/O. and M. Officer/Officer on Special Duty ... ..	500—1,000
(3) Parliamentary Affairs Officer and Librarian ...	750—1,500
(4) Under Secretary ... ..	750—1,500
(5) Deputy Secretary ... ..	1,600—2,000

It has also pleaded that dearness allowance should be paid at the Central Government rates and that house rent should be admissible even to those government servants who own a house in their place of posting as most of the houses belonging to them have been constructed with the help of Government loans.

7. The U. P. Secretariat Private Secretaries Association has in a memorandum urged before us that the scales of pay of Private Secretaries (Grades II and I) and Private Secretary to the Chief Minister may be kept at par with those of Section Officers, Under Secretaries and Deputy Secretaries respectively.

8. The U. P. Civil Secretariat Association has proposed the following scales of pay :

Serial number	Name of the post	Existing scale of pay	Proposed scale of pay
1	2	3	4
		Rs.	Rs.
1	Deputy Secretary	1,200—1,400	1,700—75—2,000
2	Under Secretary ..	800—1,150	1,400—75—1,700.
3	Section Officer ..	350—750	700—50—950—I.B.—
4	Librarian ..	515—715	1,100—75—1,400.
5	Upper Division Assistant	200—450	400—40—600—I.B.— 720—50—920.
6	Research Assistant		
7	Care-taker ..		
8	Translators (including Revisers)	200—400	400—40—600—I.B.— 720—50—920 (plus a special pay for Revisers).
9	Reference Clerk ..		
10	Treasurer/Accountant/Budget Assistant.		
11	Lower Division Assistant ..	120—250	260—25—385—I.B.— 460—35—600.
12	Store-keeper ..	120—250	
13	Typewriter Mechanic ..	120—220	
14	Typist ..	100—180	220—20—320—I.B.— 380—25—480. (plus a special pay of Rs.30 for the Monitor).
15	Junior Grade Clerk ..	100—180	
16	Telephone Operator (including Monitor) ..	100—180	
17	Assistant Storekeeper ..	100—180	
18	Assistant Typewriter Mechanic	80—140	

NOTE—I.B. stands for Incentive Bar.

9. The U. P. Secretariat Upper Division Assistants Association has demanded the scale of Rs.500—1,000 for Upper Division Assistants and has urged that the posts of Under Secretaries in the Secretariat should be reserved exclusively for the Secretariat employees and 50 per cent of the posts of Deputy Secretaries should be reserved for promotion from amongst the Under Secretaries. It has also demanded that such Upper Division Assistants as have

put in fourteen years of service, and have not been able to get any promotion should be allowed a selection grade of Rs.800—1,150, and that 25 per cent posts in the non-technical State Services should be reserved for Upper Division Assistants of the Secretariat.

10. The U. P. Secretariat Personal Assistants Association has demanded the following scales of pay for various categories of posts :

Serial no.	Name of the post	Existing scale of pay	Proposed scale of pay
1	2	3	4
		Rs.	Rs.
1	Personal Assistant ..	200—450	400—40—600—I.B.—50—900, <i>plus</i> Rs.50 as a special pay.
2	Personal Assistant (Selection Grade) ..	..	500—40—900—I.B.—50—1,000 ( <i>plus</i> Rs.50 p.m. special pay).
3	Private Secretary Grade II ..	350—750	600—1,200 ( <i>plus</i> Rs.75 as special pay).
4	Private Secretary Grade I ..	800—1,150	1,300—1,600
5	Private Secretary to the Chief Minister (Deputy Secretary)	1,200—1,400	1,600—1,800

NOTE—I.B. stands for Incentive Bar.

11. We have also received a memorandum from some Reference Clerks in which they have demanded parity with the scale of pay of Upper Division Assistant on the ground that such a parity existed before the pay scales recommended by the Pay Rationalization Committee came in force. They have further urged that as there are no promotion opportunities for Reference Clerks, they should be made eligible for promotion to the grade of Section Officers in proportion to the strength of the respective cadres of Upper Division Assistants and Reference Clerks or in the alternative, some selection grade posts in the scale of Section Officers should be created for them which should be at least 20 per cent of their cadre.

12. The Commissioner and Secretary, Appointment and General Administration Departments, had forwarded a representation of Sri Jagdeo Gupta, Officer on Special Duty (O. and M.) requesting that in view of the fact that he supervised the work of O. and M. Officers, who were in the scale of pay equivalent to that of Section Officers, and considering his experience, advanced foreign training, duties and responsibilities which were more arduous and responsible than those of a Section Officer, the ex-cadre post of Officer on Special Duty (Organization and Methods) should at least be equivalent to that of an Under Secretary or equivalent to Class I Service, whose existing scale of pay is Rs.600—1,250. He had also stated during the course of his evidence before us that his poor status, *vis-a-vis* the job he had to undertake and the levels at which he had to make consultations and discussions, often came in the way of his efficient performance.

13. The Secretary, Bhasha Vibhag, has suggested the following scales of pay for the staff of the Language Department :

- (1) Language Minorities Officer-cum-Officer/Language Officers. The same scale as may be allowed to Under Secretaries in the Secretariat.
- (2) Section Officer/Officer on Special Duty. The same scale as may be allowed to Section Officers in the Secretariat.
- (3) Publication Assistant. The same scale as may be allowed to Section Officers in the Secretariat.
- (4) Reviser. A suitable scale between the scale of Translators and that of the Section Officers.
- (5) Translators (Hindi and Urdu) The same scale as may be allowed to Upper Division Assistants.

14. The Uttar Pradesh Secretariat Typists Association has demanded that their existing scale of Rs.100–180 should be revised to Rs.250–600. It has also demanded that the typists may be allowed a special pay equal to 25 per cent of their pay and also that 50 per cent of posts of the Lower Division Assistants should be reserved for them.

15. A question has also been referred to us whether the posts of Typists and Lower Division Assistants should be merged into one cadre. Prior to 1960, there were no posts of Typist in the Secretariat and the entire work of typing was done by the Lower Division Assistants, but 100 posts of Typists in the scale of Rs.60–120 were created that year and they were allowed a special pay of Rs.10 p.m. This scale of pay was revised to Rs.100–180 on the recommendations of the Pay Rationalization Committee and the special pay of Rs.10 p.m. was abolished. The scale of pay of the Lower Division Assistants was revised to Rs.120–250. On account of non-interchangeability between Typists and Lower Division Assistants, office work is said to suffer when a Typist goes on leave and it becomes very difficult to make proper arrangements in all leave vacancies. It has, therefore, been suggested that the cadre of the Typists should be merged with that of the Lower Division Assistants.

16. We have also received a note from the Secretariat Administration (Establishment) Department in which the question of the revision of the scales of pay of the posts of Treasurer and Accountant in the Chief Secretary's Branch has been referred to us for consideration. It has been stated that the scale of pay of the post of Treasurer was revised by the U. P. Pay Committee in 1947 to Rs.160–400, plus a special pay of Rs.40 p.m. as was done for Assistant Superintendents. In 1965, the Pay Rationalization Committee revised the scale of pay of Treasurer to Rs.200–400 and abolished the special pay attached to the post. It has been urged that the number of employees whose pay is disbursed through the Treasurer increased from 595 in 1951 to 1,019 in 1966, and further to 1,483 in 1971. Similarly, the disbursements are reported to have gone up, as in the table given below :

						Rs.
1951	...	...	...	...	...	2,31,678
1966	...	...	...	...	...	3,06,400
1971	...	...	...	...	...	7,39,800

It has, therefore, been proposed that the scale of pay for this post of Treasurer should be the same as could have been admissible to an Assistant Superintendent. As regards the post of Accountant, the pay scale of this post was revised in 1947 to Rs.160–400 with a special pay of Rs.40 p.m. and like the post of Treasurer, the scale of pay of this post was also further revised to Rs.200–400 in 1965. The special pay attached to it was also abolished. The Accountant supervises the work of three Additional Accountants and eight Bill Assistants (in the scale of pay of Lower Division Assistant). It has been urged that as the scale of pay of both the Accountant and the Additional Accountant is the same, it looks improper for the Accountant to supervise the work of Additional Accountants. It has, therefore, been suggested that the scale of pay of the post of Accountant should be the same as would have been admissible to an Assistant Superintendent.

17. We have also received representations from some Class IV employees of the Secretariat. The literate Daftaries of the Secretariat, the Legal Remembrancer's and the Assembly Libraries, have submitted that although their scale of pay was revised by the Pay Rationalization Committee from Rs.40–65 to Rs.60–80, their total emoluments were reduced from Rs.125.25 to Rs.99. They have demanded that their scale of pay should at least be kept as Rs.100–180.

18. The Vidhan Bhawan Rakshak Sangh has pleaded that the existing scales of pay of Council House Guards and Council House Head Guards should be revised from Rs.60–80 and Rs.65–90 to Rs.150–250 and Rs.175–300 respectively. They have also demanded a uniform and washing allowance of Rs.15 p.m. and a gate allowance of Rs.10 p.m.

19. Numerous suggestions have been made to the Pay Commission by different Service Associations and individuals with regard to the scales of pay for the ministerial employees. A number of Service Associations of ministerial

(iii) In West Bengal, the prevalent rainfall patterns of the SW monsoon months are A4, A2B2, A2B1C1 or B3C1. Rainfall pattern of B3C1 type is insufficient by itself for rice cultivation. The districts with this kind of distribution are Purulia and Bankura. Slightly better condition than this is provided by the rainfall pattern of the type A2B1C1, but even here, the success of rice crop would depend upon irrigation to a considerable extent. The districts having this type of distribution are Murshidabad, Birbhum, Burdwan and Nadia. Although these districts are considered to be constituting a very important rice growing area of the State, a point to be considered is whether rice cultivation could not be withdrawn in favour of less water requiring crops at least from such lands in these districts where irrigation water cannot be commanded easily. Considering these points, a cut of about a million hectares is proposed. The crops which could be tried in the lands released from rice may be the same as suggested for Uttar Pradesh, etc.

(iv) It has been amply emphasized that even though rainfall by itself is not adequate, the States of Karnataka, Andhra Pradesh and Tamil Nadu grow rice by diverting maximum irrigation water for the use of this crop. There is need to rationalize this position, because the demand in these parts for other crops like fruits, vegetables, fibres and fodder will also increase in future. From an all-India angle, these States can contribute better by growing crops like cotton and groundnut. Maize can also be fitted in. Considering these facts, it is necessary to reduce the area under rice. The present total area under rice in these States is 6.99 Mha. It could be reduced by 1 Mha. In reduction, opportunity should be taken to adjust area under tank irrigated crop. At present, tank water is even lifted to irrigate distant rice fields. In future, rice should be permitted only to an extent to which flow irrigation can command it.

21.2.10 The position with regard to area and yield, as it would appear in 2000 AD, is presented in Table 21.3.

Irrigation targets have also been allocated according to the total availability of water for rice in conformity with the views expressed in the foregoing paragraphs. Normally speaking, rainfed nature of a crop always connotes some stress of

moisture conditions in the soil and, therefore, rainfed crops yield less than irrigated crops. In the case of rice, what is contemplated is that its cultivation should be so distributed that the water needs could be met in full either by the rainfall itself or through resort to irrigation or through a combination of both. In any case, the object is not to make the crop suffer from want of water as far as possible, because of which it should be possible to expect almost identical standards of yield under both the conditions. Accordingly, the yield standards as shown against different States in Table 21.3 are made applicable to the total area without distinction of irrigated or rainfed nature of the crop. For 2000 AD the following main features are to be noted:-

- (i) The area under rice gets reduced by about 15 per cent and will stand at 32 Mha.
- (ii) The support of supplemental irrigation, which has been provided to this crop, will cover 75 per cent of the total area as against 40 per cent as at present.
- (iii) The total production will work out to be about 97 million tonnes, giving an average all-India yield of about 3 tonnes per ha.

Table 21.3

## Targets of Area and Yield of Rice - 2000 AD

Area = Mha  
 Production = million tonnes  
 Yield = tonnes/ha

States	Total Area		Irrigated area		Yield	
	present	2000 AD	present	2000 AD	present	2000 AD
Punjab,						
Haryana	0.68	0.68	0.60	0.68	1.7	3.5
Rajasthan, )						
Gujarat, )						
Maharashtra, )	9.22	9.00(a)	2.53	5.02	1.0	3.0
Orissa, North)						
Eastern States))						
Uttar Pradesh,						
Bihar, Madhya						
Pradesh	14.36	11.09	3.18	10.07	0.8	2.8
Karnataka	1.13	1.00	0.74	0.80	1.9	3.5
Andhra						
Pradesh	3.18	2.75	3.15	2.75	1.4	3.2
Tamil Nadu	2.68	2.25	2.41	1.70	1.9	3.5
Kerala	0.87	0.80	0.49	0.40	1.5	3.2
West Bengal	4.99	4.00	1.35	2.15	1.3	3.2
Other parts	0.43	0.43	0.31	0.43	1.6	3.0
all-India	37.54	32.00	14.76	24.00	1.1	3.04

(a) Reduction of 0.22 Mha refers to Orissa.

### 3 KHWARIF CEREALS OTHER THAN RICE

21.3.1 This section relates to maize, jowar, bajra, ragi and other small millets. When a reference is made to all these crops as a group, these will be called more correctly as 'millets'. Small millets generally include the following:-

Botanical name	Popular name	Regional name
<u>Eleusine coracana</u>	finger millet	marua, nagli
<u>Panicum miliare</u>	little millet	samai, sawan
<u>Panicum miliaceum</u>	proso millet common millet broom corn millet	chena, panivaragu
<u>Setaria</u>	foxtail millet	kakun
<u>Italia</u>	Italian millet	tenai
<u>Paspalum Scrobiculatum</u>	kodo millet	kodon, varagu
<u>Echinochloa frumentacea</u>	Barnyard millet	sanwa

Ragi has assumed a significant place in the consumption pattern, specially in the peninsula and some hilly parts in the north and, therefore, it will be considered as a separate crop and the phrase 'small millets' will be used to denote others of the minor types.

21.3.2 The food and fibre crops grown during khar season depending upon the rainfall of the SW monsoon account approximately for about 57 per cent of the gross cropped area of the country as indicated below:-



Crop	Per cent of gross cropped area
rice (kharif)	18.0
millets	21.8
pulses	5.4
oilseeds	6.3
fibres	5.3
	-----
	56.8
	-----

Millets account for about 40 per cent of the above-mentioned kharif crops. Rice requires irrigation even during kharif season, but millets are predominantly rainfed. Their distribution in different categories of rainfall together with an idea of their performance is provided in summary form in Table 21.4 extracted from Appendix 21.6 - Statements I to VI. But for maize, 76 per cent of the area under which falls in the higher categories of rainfall between A4 and B2 types (A2=25.4 and B2=30.9 per cent), jowar and bajra are found to be scattered within a wide range from B2 to D3. Ragi and small millets are found distributed over a still wider range from A4 to D3. The distribution of millet crops is explained later. It may, however, be noted that all these crops fit very satisfactorily within the overall cropped area, distributed in different rainfall categories. The

general distribution is given below for ready reference:

Rainfall categories	Per cent of overall cropped area of the country
A4-B3	38.6
B2	14.7
B1-C3	20.1
C2	11.3
C1-D3	8.5
D2-E4	4.0
	-----
	97.2

Note: B2 and C2 are given separately, so that these could be combined upwards or downwards as desired.

## 5. LEGISLATIVE ASSEMBLY AND LEGISLATIVE COUNCIL SECRETARIATS

Under the Constitution of India, the State has a bicameral legislature. The lower house is known as the Legislative Assembly and the upper house is known as the Legislative Council. Both the Houses have separate Secretariats.

The Legislative Assembly Secretariat consists of a Secretary, Under Secretaries, Committee Officers, Section Officers, Librarian, Private Secretaries, Reporters and other ministerial and Class IV staff. It also maintains a Library which caters to the Members of both the Houses of the Legislature. The Legislative Council Secretariat consists of a Secretary, Committee Officers, Section Officer, Private Secretaries, Reporters and other ministerial and Class IV staff.

2. In his letter No. U. O./45/Lib., dated February 7, 1972, the Secretary, Legislature has made the following suggestions about the revision of the pay-scales of his officers and staff :

(i) The existing pay-scales of Literate Daftaris of the Legislature Library is Rs.60-80. Their duties are of a superior nature and in no way inferior to those of a Junior Grade Assistant. He has accordingly suggested that their scale of pay should be kept at par with the Store-keeper or the Junior Grade Clerk whose scales of pay are Rs.100-180.

(ii) There are two posts of Cataloguer in the Library of the Legislature whose pay-scale is Rs.150-350. Before the Report of the U. P. Pay Rationalization Committee (1964-65) they were in a higher pay-scale than that of Lower Division Assistant, but it was reduced on the basis of the recommendations of the said Committee. Government again revised it to Rs.150-350. He has suggested that if any upward revision in the pay scale of Lower Division Assistant is made, the pay-scale of Cataloguers should also be raised proportionately so that there may not be any recurrence of anomaly later on. This is a technical post, and minimum qualification for recruitment to it is post-graduate degree in Library Science, besides a Bachelor's degree.

(iii) There are two posts in the pay scale of Rs.200-450, one is designated as Research Assistant and the other as Upper Division Assistant, although their duties are the same. It has been suggested that the scales of pay of both these posts should be brought at par with that of the post of Research Assistant in the Planning Department of the Secretariat, whose pay-scale is Rs.225-500. It has been claimed that the nature of duties and responsibilities of these two posts are in no way inferior to those of the Research Assistant of Planning Department.

(iv) There is a post of Assistant Librarian in the Legislative Assembly Library in the scale of Rs.200-450. It has been stated that it is one of the administrative posts of the Library and is superior in status to the post of Research Assistant. It has been suggested that this post should be brought at par with the Deputy Registrar of Departmental Examinations in the Education Department, who is in the scale of Rs.250-600, or with other equivalent posts.

(v) There is a post of Deputy Librarian in the pay scale of Rs.350-550, which was formerly at par with that of the Assistant Superintendent. It has been suggested that this post may be brought at par with the Section Officers of the Secretariat, whose scale of pay is Rs.350-750.

(vi) It has also been suggested that the posts of Assistant Secretary and Committee Officer should be redesignated as Under Secretary and given the same status and scale of pay as of the post of Under Secretary in the Secretariat.

3. The Secretary, Legislative Assembly, in his letter dated July 25, 1972, has stated that in accordance with the recommendation of the Speaker, the pay-scale of the Librarian should be brought at par with the pay-scale of Under Secretary of the Secretariat.

21.3.3 Reverting to the distribution of millets in different rainfall categories, it can be observed from Table 21.4 that there is concentration of maize in A4 to B2, of jowar in B2 to C3 and of bajra in C2 to D3 areas. The picture, however gets diffused, because there is a gradation in the soil requirements in the order: maize, jowar, bajra and ragi or other small millets. Under higher rainfall, when once the allocation of the land to rice has been completed, the next best lands are put under maize. Once a choice has been made for maize, the next best lands are put under jowar and the next best under bajra and the least productive lands are put under ragi or small millets. It is for this reason that jowar and bajra are found to be distributed over a wide spectrum of rainfall distribution. In so far as ragi and small millets are concerned, these crops have two significant characteristics, viz., (a) a high degree of resistance to soil drought and (b) capability to thrive on poor and shallow soils. Because of the first and second characteristics taken together, ragi and small millets are preferred under rainfall distribution of lower amounts, say below B1. Because of the second characteristic alone, these are preferred even on the slopes of hills.

21.3.4 Millets are significant for both human consumption and multifarious uses. Many of the millet crops provide green fodder. This aspect is dealt with separately in Chapter 25 on Fodder Crops. The area provision for millets is exclusive of green fodder requirements. Dry fodder comes from the stovers. Grains are also useful for providing concentrate ration to animals and birds. Corn and millet

production in the USA far exceeds that of wheat (122 million tonnes as compared with 37 million tonnes of wheat). Most of it is used for animal feeding. This will have to be the pattern of production in India for the success of livestock development. The use of coarse grains for cattle feed is dependent on favourable price; this will become possible in future when unit costs get reduced because of higher productivity. Besides human and animal consumption, millet grains are useful in industries. Of course, the maximum use has so far been made only of maize. About 4 per cent of the corn produced in India is consumed at present by the starch industry. In addition to indigenous contribution, the industry has to import varying quantities of corn from outside annually. The average import during four years ending 1969 was 31,000 tonnes. This dependence on outside sources has to cease. Sorghum can also profitably be used for starch manufacture. Starch industry yields many byproducts, e.g., dextrose and glucose syrup, germ oil, industrial solvent, gums, glutins and steep water. These are useful in textile, paper, leather, pharmaceutical, soap, baby foods, packing and confectionary industries as well as in packing products and foundries. Many of the millet grains are used in brewing. Malted grain sorghum is used for food in many parts of the world. The Kafir beer of Africa is a traditional drink of Bantu people. Modern malting techniques used in the malting of barley have been successfully applied to grain sorghums. Ragi is also progressively being used for preparing malt and brew.

## 6. JUDICIAL DEPARTMENT

### (a) High Court of Judicature at Allahabad

The High Court of Judicature at Allahabad is the highest court in the State in matters relating to the civil and criminal laws. The sanctioned strength of the Judges of the High Court as on December 1, 1972, was 24 permanent Judges and 19 Additional Judges. The office of the High Court is divided into several departments, namely (1) Accounts, (2) Administration, (3) Copying, (4) Criminal, (5) Judicial and (6) Translation. Each department is reported to be under the charge of a Superintendent. The High Court has framed its own rules of procedure called the "Rules of Court, 1952". These Rules govern proceedings in all matters coming before the Court.

2. We received a memorandum from the Registrar of the High Court, proposing the following scales of pay for the ministerial posts of Deputy Registrar and Private Secretaries etc. :

Name of the post	Existing scale of pay	Proposed scale of pay
	Rs.	Rs.
1. Deputy Registrar .. ..	800—950	950—1,150
2. Assistant Registrar .. ..	700—850	800—950
3. Principal Private Secretary to Hon'ble Chief Justice .. ..	700—850	800—950
4. Assistant Principal Private Secretary to Hon'ble Chief Justice. .. ..	515—715 (special pay of Rs.50.)	700—850 (special pay of Rs.50.)

3. In support of the above proposal, it has been mentioned that the gazetted staff (Ministerial) of the High Court, was not granted parity in the scales of pay with those of the U. P. Secretariat, though by virtue of duties and responsibilities, the Deputy Registrars were eligible to be equated with the Deputy Secretaries to whom the scale of Rs.1,150—1,250 was admissible and which had since been revised to Rs.1,200—1,400 with effect from April 1, 1971. The suggestion therefore, was that the pay-scale of Rs.1,200—1,400 should also be admissible to the Deputy Registrar. Similarly, on the same analogy, the Assistant Registrars and Principal Private Secretary to the Hon'ble Chief Justice should have been allowed the scale of Rs.800—950, which was revised to Rs.950—1,150 in November, 1971 and became admissible to Assistant Secretaries of the Secretariat, on their merger in the integrated cadre of Under Secretaries.

4. It was stated in respect of Assistant Principal Private Secretary to Hon'ble Chief Justice, that this post carried duties and responsibilities of greater importance than those of the Private Secretaries of other Hon'ble Judges and Government had recently sanctioned a special pay of Rs.50 per month for that post in view of arduous nature of duties attached to it. It was suggested that the scale of Rs.700—850 plus a special pay of Rs.50 might be sanctioned for that post.

5. We have considered this matter in detail and feel that the nature of duties of Deputy Secretaries and Under Secretaries to the Government in the Secretariat differ widely with those of the Deputy Registrars and the Assistant Registrars of the High Court and the latter two posts cannot be equated with the corresponding former posts. Taking into account, the recommendation

made by the Registrar of the High Court, we have proposed the following scales of pay for the posts mentioned below :

(1) Deputy Registrars	...	Rs.1,000-50-1,350.
(2) Assistant Registrars	...	Rs. 800-50-1,100.
(3) Principal Private Secretary to Hon'ble Chief Justice	...	Rs. 800-50-1,100.
(4) Assistant Principal Private Secretary to Hon'ble Chief Justice		Rs. 500-25-650-30-800-50-1,000 plus special pay of Rs. 50 per month.

6. The existing scales of pay of the Superintendent and Assistant Superintendent in the High Court of Judicature at Allahabad are Rs.515-715 and Rs.350-550 respectively. It has been brought to our notice that in accordance with Government Order No. 3031/7-Ka-I-263-65, dated March 20, 1968, the scales of pay of various categories of posts in the High Court were revised and the scales of pay of posts of Superintendents and Assistant Superintendents were brought at par with those for corresponding posts prevailing in the Secretariat. It has also been reported to us that the cadres of Superintendents and Assistant Superintendents in the Secretariat have been merged into one cadre of the Section Officers and their revised scale with effect from October 1, 1971, is Rs.350-750. On the same analogy, it has been reported by the Registrar, that the Hon'ble High Court has changed the designation of the post of the Superintendent as Section Officer, Grade I, and Assistant Superintendent as Section Officer, Grade II. It is understood that the High Court has solicited Government orders changing the designation of these posts simply as "Section Officers" like the designation prevalent in the Secretariat at present.

7. The designation of the posts of Superintendents and the Assistant Superintendents in the Secretariat were changed after approval of the Legislature, through the Schedule of New Demands. This is a new and experimental scheme which has been introduced in the Secretariat to split the Departments into smaller sections for efficient and quick disposal of work. It is for the Judicial Department of the Government to examine the proposal in detail and to find out whether similar change is necessary in the High Court or not. We have, however, proposed a scale of pay of Rs.500-1,000 for the post of Superintendent and a scale of Rs.500-25-750 for the post of Assistant Superintendent on the basis of existing scales of pay of these posts. In case the Government agree to one integrated cadre of Superintendents and Assistant Superintendents even in such offices as the High Court, U. P. Public Service Commission, or the Board of Revenue, and redesignate the combined posts as that of Section Officers, the scale as admissible to Section Officers in the Secretariat could be allowed to them, but till the posts are so redesignated in the prescribed manner, the revision as proposed by us should meet the needs of the situation.

8. There are 43 posts of Private Secretaries of High Court Judges. Recruitment to the posts of Private Secretaries is made from amongst the Personal Assistants working in the High Court. Appointment to the posts of Personal Assistants is reported to be made through an open competitive test conducted by the High Court. The minimum educational qualification prescribed for appearing in such an examination is a University Degree. These posts are not filled through the U. P. Public Service Commission. The present scale of pay of Private Secretary is Rs.515-715. A demand has been made that the scale of pay of the Private Secretaries should be the same as has been revised for the Private Secretaries in the Secretariat and there should be seven posts in the Selection Grade. We have also received a communication from the Government in their letter no. 1869/7-Ka-114-69, dated August 16, 1972, in which it has been proposed that in view of the limited chances of promotion of Private Secretaries, the Pay Commission may consider the demand made by them. We have considered this matter and feel that the duties and responsibilities of Private Secretaries to Ministers and the Private Secretaries of the Hon'ble Judges of the High Court are not exactly the same. However, in view of the fact that the scales of pay of the Private Secretaries in the High Court and in the Secretariat have been made identical in G. O. dated March 20, 1968, we recommend that the Private Secretaries in the High Court may be allowed the same scale of pay which we have prescribed

for the Private Secretaries in the Secretariat, viz. Rs.500–1,000. As the Private Secretaries of the High Court are eligible to be promoted to the post of the Principal Private Secretary, and can get a chance to work as Assistant Principal Private Secretary, we find little justification for creation of more posts in higher scales of pay. The pay scale for Private Secretaries is attractive enough and is adequate for the job performed by them.

9. In a memorandum from the Bench Secretaries submitted to us, it has been mentioned that these posts, which are at present in the scale of pay Rs.200–450, are important with heavy responsibilities requiring experience and special qualifications. They have claimed that their duties are similar to those of Private Secretaries to Hon'ble Judges, and demanded the same scale of pay as may be allowed to Private Secretaries and Section Officers. The Registrar of the High Court, while forwarding their memorandum, suggested that they should be given the same scale of pay as might be sanctioned for the Superintendents in the scale of Rs.515–40–715, or the Section Officers in the scale of Rs.350–750. It need hardly be stressed that the Section Officers in the Secretariat have to shoulder far greater responsibilities in running their Sections and controlling the subordinates under them than the Bench Secretaries. The Section Officers have themselves to contribute lengthy and original notes in complicated or important cases. Thus, the nature of duties of the two posts cannot be equated. Taking into consideration the existing pay scales, pre-P. R. C. scale, nature of duties and responsibilities, and the fact that the Hon'ble Judges would each have a Private Secretary in the scale of Rs.500–1,000, we feel that the Bench Secretaries cannot be given the same scale as the Superintendents or Section Officers. Since the Bench Secretaries are promoted from amongst Upper Division Assistants, it would give them satisfaction if they are placed in a scale higher than that of Upper Division Assistants. We have, therefore, placed them in the scale of Rs.400–15–475–20–575–25–750.

10. As regards the posts of Upper Division Assistants, Reference Clerks, Translators and Lower Division Assistants, we recommend the same scales of pay as have been recommended by us for similar posts in the Secretariat, subject to the condition that Upper Division Assistants, Translators and Lower Division Assistants of the Hon'ble High Court should fulfil the same qualifications as have been prescribed for similar posts in the Secretariat and in future they should be recruited in the same manner as Upper Division Assistants, Translators and Lower Division Assistants are recruited in the Secretariat. As regards Lower Division Assistants who work as Junior Grade Clerks and Typists, we have proposed the scale of Rs.200–320, as have been proposed for similar other posts in other departments of the Government.

11. With regard to the post of the Librarian, we have proposed the same scale of pay as is admissible on the basis of existing scale of pay for similar posts in the Secretariat but we would recommend that Master's Degree in Library Science should be prescribed as one of the essential qualifications for the post. These qualifications should be the same, as are prescribed for the post of Librarian in the Secretariat.

12. For Personal Assistants in the High Court, we have proposed a scale of pay of Rs.350–700. We have also proposed in the next section on Subordinate Civil Courts a scale of pay of Rs.300–500 for Stenographers, Grade I in those courts. These Stenographers become very experienced in court work because of their long standing in those subordinate courts, but we find that once they have reached that stage after one promotion, they have no further avenues of going up. It would, therefore, in our opinion, be desirable to make some outlet for them as also to utilize their experience properly in judicial administration. We suggest for the consideration of the High Court and the Government that some percentage of the posts of Personal Assistants in the High Court, may be filled by promotion from Stenographers, Grade I of Subordinate Civil Courts, if they fulfil the prescribed educational and technical qualifications.

13. Full details about revision of scales of pay are given in Part II of our Report.

#### (b) Subordinate Civil Courts

The Registrar of the High Court in his proposals about the revision of scales of pay of subordinate ministerial staff of the Civil Courts has suggested that (i) the Sadar Munsarim may be given the same scale as the Office Superintendent of the Collectorate, (ii) the Munsarim-cum-Reader of the Temporary

Courts of the Civil and Sessions Judges may be brought at par with those of the permanent Court, and (iii) special pays may be granted to the Central Nazirs, Deputy Nazirs and Assistant Nazirs. He has also suggested that the scale of pay of Sessions' Clerk as also that of Accountant-cum-Bill Clerk may be upgraded after taking Rs.120-220 as their basic scale instead of Rs.100-180. The employees of Subordinate Civil Courts too have represented that the post of Bill Clerk, English Record-Keeper, Sessions Clerk and Deputy Nazir may be considered for upward revision, as if they were already in the scale of pay of Rs.120-220 instead of their existing pay in the scale of Rs.100-180. In their memorandum the Sadar Munsarims of the Civil Courts also pleaded that their pay scale should be brought at par with the pay-scale of Office Superintendent of the Collectorate. The number of employees and workload in the Collectorate is generally much more than in the Civil Courts. The impact of growing development activities, law and order problems, elections, natural calamities, new schemes and enactments etc., all falls on the office of the District Officer. Taking into account, the nature of the work in the two offices, we feel that there is no justification for the desired parity but we have proposed a fairly generous scale of pay of Rs.100-20-600, for the post of Sadar Munsarim against his existing scale of Rs.250-15-325.

2. As regards the scale of pay of Munsarim-cum-Reader in the temporary and permanent courts of Civil and Sessions Judges, we feel that no discrimination should be made in these posts of the same nomenclature and duties, and we have accordingly proposed the same scales of pay for these posts. We are not in favour of grant of special pay, as proposed by the High Court for the posts of Bill Clerk, etc., because we have designed our scales of pay after taking into account the nature of duties and responsibilities of such posts in this and other similar offices. We have also not found much justification for the proposal to first consider this post as if it was in the scale of Rs.120-220 and then give a revised scale for the same. The reasons for this are obvious. The work of a Bill Clerk in these Courts is comparatively lighter than that in the Collectorate where a Bill Clerk has to cater for a larger number of officers and staff. The officers there have particularly to do more touring and consequently their T.A. bills alone are in far greater number than can be in respect of the officers of Civil Courts. There was also a similar claim for upgrading the post of Sessions Clerks. A recommendation was also made in the report on the Reorganization and Rationalization of the Civil Court Offices in Uttar Pradesh, to the effect that these Sessions Clerks have to be fairly conversant with the provisions of various Codes, Acts and Manuals and usually an intelligent and smart official is posted by the District Judge for these duties and, therefore, it was suggested there that it was desirable to keep these posts in the scale of Rs.120-220 instead of Rs.100-180. We have considered the matter in all its aspect and are of the view that as every scale runs for a number of years, an employee gathers enough experience to undertake superior and higher responsibilities within the grade itself, and there should not be, therefore, any difficulty in placing a seasoned person on such duties after he has obtained the requisite experience. For the post of English Record Keeper too, we do not find any justification in the demand made by the employees because the office of a District and Sessions Judge has many senior posts to look after the occasional work of a superior nature. There also does not appear any case for considering the question regarding higher emoluments for the post of Deputy Nazir, because in every Court of District and Sessions Judge there is a Central Nazir in senior scale and the Deputy Nazir is just to help him in routine functions.

3. The Registrar of the High Court suggested that the existing scale of Stenographers, viz. Rs.160-320 might be upgraded to Rs.200-450. At present there are two categories of Stenographers in these Courts, (i) Stenographer, Grade I, in the scale of Rs.160-320 and (ii) Stenographers, Grade II in the scale of Rs.120-250. We have already made recommendations for revising these two scales of pay to Rs.300-500 and Rs.250-425 respectively, as has been done in the case of Stenographers of corresponding scales in other offices. The scale of Rs.300-500 is identical to that of the Stenographer to the Collector of a District. As these Stenographers, Grade I have no further avenues of promotion, we have already made a recommendation that in view of their long experience in lower Courts, they may be enabled to get chances to go higher on the posts of Personal Assistants in the High Court in the pay scale of Rs.350-700 by reserving for them a suitable promotion quota.

4. Full details of our recommendations made about the Civil Courts will be found in Part II of our Report.



emphasis has to cease forthwith if a real breakthrough is to be achieved. In future, irrigation will be available only to about 20 per cent of the proposed area or 1.8 Mha and this will perforce have to be protective in nature. Some essential measures which can help in increasing production are mentioned below:

- (i) Temperature conditions make it possible to take a rabi season maize crop in the belt comprising Orissa, Andhra Pradesh, Karnataka and Tamil Nadu (Orissa has 0.07 Mha under maize). The rainfall of SW monsoon provides some basic soil moisture and then there is some rainfall even in Oct-Jan period through the NE monsoon. Coupled with supplemental irrigation, this can answer the water needs of the crop. Under these conditions, the clear weather prevailing in these months becomes very conducive for the growth of this crop. Experiments conducted at Hyderabad in rabi season have shown yields ranging from 6.7 to 9.8 tonnes/ha. Hence, the crop could be tried in this season in these parts.
- (ii) Early varieties of Satha group of maize (maturing around 60 days) have a special importance, because these are grown more or less everywhere as a summer crop for cobs. These are also suitable in areas where early floods occur. Early maturity and heat tolerance are the main qualities of this group, but their disadvantage lies in low yielding capacity. Considerable scope exists for improving yields of such varieties. Incorporation of European maize germ plasm from higher latitudes has a great deal to offer in this connection.
- (iii) The high yielding maize hybrids developed by the Coordinated Project for Maize Improvement are comparatively of late maturity. This is a handicap to some extent in general acceptance, although new short duration wheats can be taken after the hybrids. Therefore, it is desirable to concentrate attention on evolving early modern types, hybrids, composites or synthetics.
- (iv) Establishment of optimum plant stand is the chief factor which influences optimum yields. Comparison of various maize varieties at different plant population levels has shown that effective plant stand of 55 to 65 thousand

per hectare is necessary at harvest to realise optimum yields. Some association has been observed between tolerance to high plant population and high nitrate reductase activity and higher placement of the ear. Development of high population responsive maize variety in future would help raise maize production.

- (v) Loss through diseases is not as much as through pests. Stem borers, Chilo zonellus and Sesamia inferens cause widespread damage to maize plants in early stages of development. Severely affected plants produce 'dead heart' and fail to provide any economic yield. Of the stem borers, Chilo zonellus is the most important. Some hybrids or composites have shown better resistance than most maize varieties. Therefore, it is necessary to identify better sources of resistance and to upgrade level of resistance in selected populations. Investigations on host plant resistance with regard to Sesamia inferens have not progressed very far. This requires sustained attention.

21.3.8 Bettering the soil drainage conditions in A2 to B2 areas and concomitant cultural practices has already been emphasised. If all these measures are adopted, it should be possible to raise the overall yield standard to 2.65 tonnes per hectare, which is approximately  $2\frac{1}{2}$  times the present level. The overall production which can thus accrue in 2000 AD from an area of 9 million hectares will be 23.85 million tonnes.

Jowar

21.3.9 The average area, production and yield of jowar based on the data for 1969-70 to 1971-72 are 17.59 Mha, 8.52 million tonnes and 0.48 tonnes/ha respectively. The Statewise position is summarised below:

	<u>Per cent of all-India</u>		
	area	production	yield
Maharashtra	34.2	26.4	77
Karnataka	15.5	22.2	143
Andhra Pradesh	14.7	13.4	91
Madhya Pradesh	12.6	16.0	127
Gujarat	7.3	5.4	73
Rajasthan	6.2	4.9	78
Tamil Nadu	4.1	6.4	158
Uttar Pradesh	3.9	4.5	115

In the contiguous area comprising Madhya Pradesh, Gujarat, Maharashtra, Karnataka, Andhra Pradesh and Tamil Nadu jowar is grown in kharif as well as in rabi seasons. The overall estimates of area, production and yield for the two seasons for the above region are as follows:

	area (Mha)	production (million tonnes)	yield (tonnes/ha)
kharif	8.73	5.01	0.57
rabi	6.82	2.65	0.39

21.3.10 The maximum rabi crop area lies in Maharashtra, Andhra Pradesh and Karnataka and their comparative position in the two seasons is as follows:

	area (Mha)	production (million tonnes)	yield (tonnes/ha)
Maharashtra			
kharif	2.47	1.24	0.50
rabi	3.55	1.01	0.29
Karnataka			
kharif	1.16	1.07	0.92
rabi	1.56	0.83	0.53
Andhra Pradesh			
kharif	1.25	0.62	0.50
rabi	1.35	0.53	0.39

It is clear that rabi crop in these States gives poorer yields. Maharashtra has the largest area under rabi crop and about 50 per cent of it is concentrated in the three districts of Sholapur, Ahmednagar and Poona.

21.3.11 Jowar and bajra are the crops which can adjust to a wide range of rainfall conditions and both are distributed from A2 to C1 types, although bajra is concentrated more in the lower types of C4/C3 to C1 and less in the higher types of rainfall distribution of the kind A2 to B4/B3. But for this broad preference for rainfall, as indicated in the beginning, their distribution in a given locality is primarily determined by the soil characteristics. As these show wide variations, the two crops have to go hand-in-hand. This leaves very little room for making adjustments in their area. Accordingly, jowar area could be stabilized at a round figure of 17 Mha. The overall yield of jowar is very poor and, therefore, there is vast scope for improvement. Even if a  $2\frac{1}{2}$  times increase is taken into account (i.e., 1.2 tonnes/ha), the production in 2000 AD will stand at 20.4 million tonnes. For effecting improvement in this crop, the ICAR had specially included it in its combined programme popularly known as PIRCOM (Project for Intensification of Regional Research on Cotton, Oilseeds and Millets initiated around 1954). Noting the significant impact of commercial hybrids on sorghum production in the USA since 1956-57, the ICAR appointed an Ad hoc Committee to explore the possibilities of developing commercial sorghum hybrids in India. This Committee (1961) recommended that the first commercial

## 7. REVENUE DEPARTMENT

The following Heads of Departments/Principal Heads of Offices function under the administrative control of the Revenue Department :

1. The Board of Revenue and the Land Records and Land Reforms Organisation.
2. The Commissioners of Divisions.
3. The District Officers and their subordinate Revenue Establishments.
4. The Commissioner for Consolidation.
5. The State Editor, *District Gazetteers*.
6. The Director, Soldier's Welfare-cum-Secretary State Soldiers', Sailors' and Airmen's Board.

We would first take up the Board of Revenue, which is the Head of the establishments of Commissioners of Divisions and the District Officers and therefore our discussions of the Board of Revenue would cover these subordinate establishments as well.

### (a) Board of Revenue

The Board of Revenue, besides being the highest Revenue Tribunal in the State, is an important link between the Government on the one hand and the Divisional and District Administration on the other. It advises the Government on all matters of revenue legislation and administration. In 1947-48, an important change took place in the functioning of the Board when its judicial functions were separated from the administrative functions and some Members were entrusted with judicial work only and they came to be known as Judicial Members. The Members who dealt with executive work came to be known as Administrative Members. The Members of the administrative side also do some judicial work to keep in touch with the judicial work in subordinate revenue courts. They also dispose of revision applications under the Motor Vehicles Act. The Board is the Chief Controlling Authority under the Indian Stamp Act and the Court Fees Act. It is also the Appellate Tribunal for cases under the Large Land Holdings Tax Act. It also functions as Director of Land Records and Land Reforms Commissioner.

3. In July, 1968, the Administrative Member was designated as Chairman, Board of Revenue and the other two Members on the administrative side are now designated as Member (Taxation) and Member (Land Reforms), with headquarters at Lucknow. There are at present eight Judicial Members, all posted at Allahabad. The other officers at the headquarters at Lucknow are (i) one Commissioner cum-Secretary, (ii) two Deputy Land Reforms Commissioners, one of whom acts as *ex officio* Settlement Commissioner, (iii) one Joint Secretary, (iv) three Assistant Land Reforms Commissioners, (v) two Assistant Directors of Land Records, (vi) one Assistant Compensation Commissioner, (vii) four officers on Special Duty and (viii) one Assistant Secretary. The Accounts Organization of the Board is supervised by a Deputy Land Reforms Commissioner (Accounts), who is assisted by an Assistant Land Reforms Commissioner (Accounts) and an Accounts Officer. There is a Junior Secretary, Board of Revenue at Allahabad, who is also Inspector General of Registration and Chief Inspector of Stamps. The Registrar of the Board at Allahabad assists the Judicial Members in dealing with case work. The Board's office at Lucknow consists of twelve Sections and that at Allahabad of two Sections. The Board of Revenue has proposed the following pay scales for the staff of the Board's Office and its Accounts Organization :

Name of post	Existing pay scale	Proposed pay scale (Exclusive of D. A. and I. R.)
1	2	3
<i>Headquarters Office of Board of Revenue</i>		
	Rs.	Rs.
1 Superintendent	515—715	650—900
2 Assistant Superintendent	350—500	400—600
3 Upper Division Assistant	200—450	225—525

Name of post	Existing scale of pay	Proposed pay scale (Exclusive of D. A. and I. R.)
1	2	3
	Rs.	Rs.
4. Reference Clerk/Treasurer	200—400	225—475
5. Lower Division Assistant	120—250	160—320
6. Junior Noter and Drafter	120—220	200—400
7. Typist .. .. .	100—180	120—250
8. Personal Assistant to Chairman.	515—715	800—950
9. Personal Assistant to Members.	515—715	650—900
10. Stenographer to Judicial Member.	200—450	515—715
11. Stenographer .. .. .	200—450	225—525

*Accounts Organisation of the Board of Revenue*

	Rs.	Rs.
1. Accounts Officer	250—750	500—1,120
2. Chief Accountant	160—320	300—500
3. Accountant .. .. .	150—260	200—450
4. Senior Accounts Clerk .. .. .	120—220	250—400

4. In their recommendations regarding the field staff of the Revenue Department, the Board has stated that in the past the pay scale of Naib-Tahsildar was higher than that of the Sub-Inspector of Police, because the Naib-Tahsildar performed more important duties than the Sub-Inspector, such as doing revenue case work and looking after the Sub-Treasury in the absence of the Tahsildar and general revenue administration. The existing pay scale of the post of Naib-Tahsildar is Rs.160—280 and that of the Sub-Inspector of Police Rs.175—350. According to the Board, the pay scale of Naib-Tahsildar should be Rs.250—500 (inclusive of dearness allowance and interim relief on 1971 prices) and the pay scale of Sadar Kanungo should be equal to that of the Naib-Tahsildar. The Board has recommended that the pay scale of Tahsildar should be revised from Rs.225—500 to Rs.350—750 (inclusive of dearness allowance and interim relief on 1971 prices), because in addition to the Judicial, Treasury and Revenue administration work, he has also to assist in the execution of the schemes of other departments. Moreover, Revenue Administration has now become very complicated and the responsibilities of Tahsildars have increased considerably. The Board has also recommended that the pay scale of Lekhpal and Collection Amin should be equal to that of Village Level Worker, and the pay scale of the Land Records Clerk and Assistant Registrar Kanungo should be brought at par. It has further recommended that the pay scale of Patwaris of Hill districts should be equal to the minimum pay scale of Class III employees.

5. We have also received memoranda from several service Associations of employees under the administrative control of the Board of Revenue and their main demands are enumerated below:

(a) The Board of Revenue Ministerial Officials Association has demanded that the pay scales admissible to Section Officers in the Secretariat may also be allowed to the Superintendents and Assistant Superintendents of the Board's Office. It has also urged that the pay scales of the posts of Registrar (Rs.515—40—715) and Assistant Secretary (Rs.700—80—850) were not revised when the scales of pay of the post of the Board's staff were revised and brought at par with the Secretariat scales of pay. It has further demanded that the pay scales of Rs.700—850 and Rs.800—950, which are allowed to the Assistant Registrar and the Deputy Registrar respectively in the High Court, should also be given to the Registrar and Assistant Secretary respectively in the Board's office.

(b) A representation submitted on behalf of the Personal Assistant to Chairman, Board of Revenue and other Stenographers of the Board was forwarded by the Secretary, Board of Revenue, with the recommendation that the pay scale of the Personal Assistant to Chairman, which was Rs.515-715 be brought at par with that of the Private Secretary to the Chief Justice of High Court and the pay scale of the stenographers to Judicial Members be raised from Rs.200-450 to Rs.350-550.

(c) The Employees of the Accounts Organization have demanded the following pay-scales :

Name of post	Existing pay scales	Proposed pay scales
1	2	3
	Rs.	Rs.
Chief Accountant ..	160-320	350-550
Accountant ..	150-260	200-450
Senior Accounts Clerk ..	120-220	200-400

(d) U. P. Subordinate Revenue Executive Service Association has demanded the following scales of pay for the posts of Naib-Tahsildars/ Peshkars and Tahsildars :

Name of post	Existing pay scales	Proposed scales
1	2	3
	Rs.	Rs.
Naib-Tahsildar/Peshkar	160-280	(i) 225-550 (Running scale) OR (ii) 225-450 (Ordinary grade) 300-550 (Selection grade for 25 per cent posts).
Tahsildar ..	225-500	(i) 300-870 (Running scale) OR (ii) 300-750 (Ordinary grade) 600-870 (Selection grade for 25 per cent posts).

(e) The U. P. Kanungo Sangh has demanded scale of pay of Rs.300-550 for the posts of Naib-Tahsildar, Sadar Kanungo and Supervisor Kanungo and a scale of Rs.450-750 for Tahsildar and Inspector Kanungo. For the Collection Amins and Lekhpals, it has demanded a scale of Rs.160-240.

(f) The Registrar and Assistant Registrar Kanungo Sangh has demanded a uniform pay scale of Rs.280-450 for the posts of Registrar Kanungo, Supervisor Kanungo, Kanungo in Hill districts, Assistant Registrar Kanungo, Patwaris in Hill Districts, Lekhpals (special grade), Land Records Clerk and other Senior Ministerial posts in Collectorates.

(g) the U. P. Rajaswa Sangrah Karamchari Sangh has demanded that the Collection Amins should be given a scale of pay of Rs.200-425 and provision should also be made for the grant of a senior scale of Rs.250-550.

(h) The U. P. Lekhpal Sangh which has a membership of about 18,500 has demanded the revised pay scale of Rs.120-250 for Lekhpals.

(i) The Patwari Association (Hill Districts) has demanded that the pay scale of Patwaris in Hill districts may be brought at par with that of Village Level Workers whose duties and responsibilities are much less than those of Patwaris in the hills.

the overall production. In so far as quality aspect is concerned, there is now definite evidence that the disease pellagra, which occurs in endemic form among sorghum eaters, is due to the high leucine content. Proper leucine and iso-leucine balance is known to ward off this disease. Therefore, this is a desirable line of work in future breeding programmes on the nutritional side.

#### Bajra

21.3.14 The area, production and yield of bajra are 12.39 Mha, 6.24 million tonnes and 0.50 tonnes/ha respectively (1969-70 - 1971-72). Statewise position is indicated below:

	<u>Per cent of all-India</u>		
	area	production	yield
Rajasthan	39.4	25.9	66
Gujarat	14.4	23.1	161
Maharashtra	14.3	9.6	67
Punjab & Haryana	8.7	13.9	159
Uttar Pradesh	8.3	11.6	139
Andhra Pradesh	4.5	4.4	99
Karnataka	4.3	3.5	83
Tamil Nadu	3.8	5.2	134

Rajasthan and Gujarat account for half of the country's bajra area and production. The yield levels are low in Rajasthan and Maharashtra. In Rajasthan, about 0.8 Mha of area is in D<sub>2</sub>E<sub>2</sub> type of rainfall pattern, which can hardly support any crop. We have, therefore, already stressed in our Interim Report on Desert Development the need for diverting the area to fodder grasses.



as in respect of its subordinate Divisional and District Offices are given in Part II of this Report.

### (b) Office of Commissioners of Divisions

There are eleven Commissioners of Divisions with headquarters at Agra, Allahabad, Faizabad, Gorakhpur, Jhansi, Lucknow, Bareilly, Varanasi, Naini Tal, Pauri and Meerut. In the Divisions, where appellate work is heavy, the Commissioner is assisted by one or more Additional Commissioners.

2. The office of the Commissioner of Division is a small one consisting of a Head Assistant, a stenographer and a few assistants, including Sarishtedar, and one or more court clerks. An additional Commissioner is also provided with two or more court clerks and a stenographer.

3. The Board of Revenue has recommended the following revised scales of pay for the staff of the Commissioner's Offices :

Name of post	Existing pay scales	Revised pay scales
1	2	3
	Rs.	Rs.
Head Assistant	.. 350—450	515—715
Senior Assistant/Sarishtedar	.. 140—280	250—450
Junior Assistant	.. 120—220	250—400
Routine Clerk	.. 100—180	220—350
Stenographer	.. 160—320	300—500
Stenographer to Additional Commissioner.	120—250	250—450
Machine Man (Rota Press)	.. 120—220	250—400
Assistant Machine Man (Rota Press).	80—140	180—240

The Commissioner, Kumaun Division, in his oral evidence at Naini Tal, suggested that the post of Head Assistant should be gazetted and its revised scale should be Rs.350—750. He also suggested a revised scale of Rs.300—550 for the post of Stenographer to Commissioner. He further suggested that the Commissioner's staff and the Collectorate staff should be combined in one cadre.

4. The U. P. Commissioners' Offices Ministerial Association also submitted a memorandum to us in which it was pleaded that the Head Assistant of the Commissioner's Office also worked as Officer-in-Charge of his office and the pay scale of his post should be suitably revised. The Association also urged for the revision of the pay scale of the Hindustani Record Keeper which was Rs.100—180, while the pay scales of Record Keepers in Collectorate and District Judge's Court were higher.

5. The Stenographers to Commissioners in separate memoranda demanded that the Stenographer to Commissioner should be redesignated as Personal Assistant and his pay scale should be brought at par with that of the Personal Assistants in the Secretariat.

6. We have carefully considered the demands of the service associations and individual employees as well as the recommendations of the Board of Revenue and the Commissioners of Divisions. Considering the pivotal position of the Commissioner in administration at the divisional level, it is essential that his office should function at a superior level of efficiency and provide reasonably attractive avenues of promotion for the district level staff. We

accordingly recommend the revised scale of pay of Rs.450-25-700 for the post of Head Assistant and also suggest that the Government may consider the advisability of declaring this post gazetted. We also recommend the scale of Rs.400-600 for the Commissioner's stenographer, with the view that the post should be filled in by promotion. We have also proposed a higher scale of Rs.300-500 for the Stenographers to the Additional Commissioners with a view to bringing this scale at par with the scales proposed by us for the stenographers in the offices of the Collectors, and District and Sessions Judges.

7. The pay-scales recommended by us for the various posts of the offices of the Commissioners of Division are given in Part II of our Report.

### (c) District Officers and their Subordinate Establishment

The Collector, who is also known as the District Magistrate, is head of the civil administration in the district. He is generally responsible for collection of land revenue, assessment and levy of other taxes and maintenance of land records. As District Magistrate, he is responsible for the maintenance of law and order in his district. His other important duties are, direction of planning and development activities, keeping constant watch over the conditions of crops and the peasantry, handling of all emergencies such as floods, famine, droughts, fires, etc. and other natural calamities, and arranging for gratuitous relief and agricultural loans and takavi, etc. to assist the peasantry to tide over these difficulties. He is also the *ex officio* District Election Officer.

2. He is assisted by a number of Deputy Collectors, who function as Magistrates and Assistant Collectors, First Class. They may also either hold charge of Sub-Divisions or work as Additional District Magistrate (Executive), in bigger districts where they assist the Collector generally in all his functions and also supervise the work of other Magistrates. In some districts, the Collector is also assisted by a few Junior Officers of the Indian Administrative Service who are designated as Joint Magistrates. There is also a whole time Treasury Officer who is in charge of the District Treasury and supervises the work of the tahsil sub-treasuries.

3. The office of the Collector is usually known as the Collectorate, and is situated at the headquarters of the district. The Office Superintendent of the Collectorate who is appointed by the Commissioner of the Division, is the head of the entire ministerial and lower staff of the office. After the reorganisation of Collectorate with effect from January 1, 1957, the combined office, including the Record Rooms and the Nazarat, was divided into various sections under the charge of senior clerks designated as Revenue Assistant, Judicial Assistant, Chief Revenue Accountant, Nazir, English Record Keeper, Revenue Record Keeper, Judicial Record Keeper and Sadar Kanungo. The work of these section incharges is supervised by various Officers-in-charge, who are generally the members of the P. C. S. (Executive), under the overall supervision of the Collectors.

4. The court staff consists of a Reader and one or two Ahalmads. Formerly the Treasury Staff was also borne on the Revenue cadre of Collectorates, but on the reorganisation of Treasuries, it was separated from the Collectorate staff from April 1, 1958 and was placed directly under the control and supervision of the Treasury Officer, but the Collector continues to be the appointing authority of the Treasury staff as well.

5. In the memorandum submitted to us, the Secretary, Board of Revenue, Uttar Pradesh has proposed the following scales of pay for the various categories of the employees of the Collectorates :

Designation	Existing pay scales	Proposed pay scales
1	2	3
	Rs.	Rs.
1. Office Superintendent	.. 300-400	450-600
2. Section-In-Charge viz. Revenue Assistant, Judicial Assistant, Chief Revenue Accountant, Head Nazir, English Record-Keeper, Revenue Record-Keeper, Enquiry Clerk	.. 120-250	250-450

Another agronomic result of importance is the method of bajra being seeded in dry soil in rainfed areas. Sowing dry at a shallow depth of 1 to 1.5 cm followed by packing with a light roller is found to give good germination and stand when rains are received.

21.3.16 A difficulty with bajra is the menace caused by birds. Investment in bird-scaring is considerable. This can be avoided by the incorporation of bristles through breeding. Progress with regard to improvement of grain quality of bajra is not very satisfactory. No doubt, it has high protein content and other nutrients, but it is hard to digest. Phytic acid and other factors reducing digestibility need to be studied and countered. The fatty acid composition should also be studied in detail to determine causes that reduce the keeping quality of bajra flour. Bajra chapatis are coarse in texture. The factors contributing to the coarse texture of chapatis require to be extensively studied. Studies on these lines can help in the development of better bajra types even from nutritional point of view. Such quality improvements are bound to increase consumer acceptance. Concerted moves to develop high yielding, disease and bird resistant varieties accompanied by due agronomic methods including dry sowing and transplanting according to situations provide ample scope to improve yields and even if a 2½ times increase could be realised, the production in 2000 AD will stand at 15.0 million tonnes.

8. The Collectorate Ministerial Employees Association has also submitted a memorandum to us. They have demanded the following scales of pay :

			Rs.
(1) Office Superintendent	...	...	500-850
(2) Section Incharge and Stenographers	...	...	500-850
(3) Senior Assistant Grade	...	...	425-750
(4) Assistant Grade	...	...	325-585
(5) Routine Grade	...	...	250-410
(6) Class IV	...	...	180-260

During his oral evidence, the President, Collectorate Ministerial Employees Association, informed us that the member of the members of his association was about 16,000. He also informed us that the nature of work of the ministerial employees in the Collectorate was similar to that which was done in the Secretariat and that they had to do extra work during elections, flood relief etc. with no extra remunerations.

9. As regards the Treasury staff, the Secretary, Board of Revenue, U. P., has recommended the following scales of pay for various categories of posts :

			Rs.
(1) Treasury Head Clerk, Additional Treasury Head Clerk, Assistant Treasury Officer	...	...	450-600
(2) Assistant Treasury Head Clerk (ZAC)	...	...	250-450
(3) Bill Passing Clerk, Senior Treasury Clerk	...	...	250-400
(4) Treasury Clerk (ZAC), Treasury Routine Clerk	...	...	220-350
(5) Peon	...	...	160-200

10. The U. P. Treasury Employees Association in their memorandum submitted to us, has demanded the following scales of pay after taking into account the technical and arduous nature of the Treasury Work and the day-to-day rise in the prices of essential commodities of daily use :

			Rs.
(1) Head Clerk and Additional Head Clerk	...	...	400-775
(2) Bill Passing Clerk, Cash Book Writer	...	...	350-650
(3) Accountant and Miscellaneous Clerk	...	...	250-400

11. The Treasury Employees Association, has submitted a memorandum for the revision of pay scales of Tahvildars and Money Testers. They have also stated, that the existing pay-scales of Tahvildar is Rs.100-180 and that of Money Tester, Stamp Vendor is Rs.80-140, while in the State Bank of India the pay-scale of such employees is Rs.300-500. They have, therefore, demanded the pay-scale of Rs.300-500.

12. The U. P. Government Treasurers' Association has demanded that in view of the risk and responsibilities involved in their work, their pay-scale should be suitably revised and provision should also be made for the grant of pension and gratuity.

13. We have carefully considered the demands of the various service associations, and the proposals made to us by the Board of Revenue, etc. In view of the important nature of duties and responsibilities attached to the posts of Office Superintendent of the Collectorate and Treasury Head Clerk. We recommend the revised pay-scale of Rs.450-25-700 for these posts. For the posts of Nazir, Judicial Assistant, Revenue Assistant, Revenue Record Keeper and English Record Keeper, who work as Sections Incharge, we have proposed a revised higher scale of Rs.280-8-320-9-410-10-450 in lieu of their existing scale of Rs.120-250, having due regard to their responsibilities. As regards the Stenographers to Collector we have recommended the revised pay-scale of Rs.300-8-340-10-440-12-500. While deciding the pay-scale for the post of Reader and Ahalmad in the Revenue Courts, it came to our notice

that at present the Reader or Ahalmad, who works as Stenographer in addition to his duties, is allowed a special pay of Rs.25 per month. In the interest of efficiency, and with a view to saving the valuable time of the presiding officers in writing their judgments and disposing other work, we recommend that they may be provided with a Stenographer in lieu of Reader.

14. In regard to Government Treasurers, we were informed that they were not Government servants and were not allowed any time scale of pay. They were given allowances which varied according to the amount of security furnished by them. Hence the question of revision of their emoluments is not within our purview and Government may themselves consider, if any revision of their allowance is called for.

15. As regards the Stamp Vendors, Tavildars and Money Testers, we are unable to concede their demand that they may be given the same scales of pay as are allowed to the employees of the State Bank of India, because their duties and responsibilities differ. We have accordingly proposed their scales of pay on the basis of their existing emoluments.

16. As regards the Treasury Staff, we were informed that they have to work hard, generally, in the months at the fag end of the financial year and are also not allowed holidays on Second Saturday and other local holidays as are allowed to other Government servants. We were also informed that they also have to work hard at the time of submission of monthly accounts to the Accountant General. Taking all these factors into consideration, we have recommended the grant of a special pay of Rs.20 per month to the Bill Passing Clerks working in the treasuries. Pension Clerks, who are presently in the scale of Rs.100-180, may also be allowed this special pay in addition to their grade pay in the revised scale.

17. The various scales of pay recommended by us in respect of the Collectorate and Treasury establishments are given in Part II of this Report.

#### (d) Office of the Commissioner for Consolidation

The consolidation of holdings scheme was started in U. P. under the U. P. Consolidation of Holdings Act, 1953 (U. P. Act No. V of 1954). The organization of the Consolidation of Holdings is under the charge of the Commissioner for Consolidation. He is also the Director of Consolidation under the U. P. Consolidation of Holdings Act. He is the highest executive and judicial authority in the organization. He is assisted by a Joint Director in the Senior Scale of the I. A. S., three Joint Directors in the Special grade of the P. C. S., 37 Deputy Directors, five Assistant Directors and one Personal Assistant, all belonging to the U. P. State Civil (Executive) Service. There is a Senior Accounts Officer belonging to the Finance and Accounts Service and two Deputy Assistant Directors who are of the rank of Tahsildar.

2. The Consolidation work of districts is under the immediate charge of Settlement Officer (Consolidation) and the supervisory control of the District Officer/Collector who is *ex officio* District Deputy Director of Consolidation in districts where consolidation work is taken up. Apart from the District Officer, the Deputy Directors (Consolidation) [who are whole-time U. P. Civil (Executive) Service Officers] supervise the consolidation work and while exercising the powers of the Director of Consolidation hear revisions in appeal cases decided by Settlement Officers Consolidation. The Collectors/District Deputy Directors Consolidation are also empowered to hear such revisions.

3. Under the Settlement Officer, Consolidation, there are Consolidation Officers who are of gazetted status equivalent in rank to Tahsildars; Assistant Consolidation Officers, who are equivalent in rank to Naib-Tahsildars; Consolidators, equivalent in rank to Supervisor Kanoongos and a large number of Lekhpals. The strength of staff in a unit of Settlement Officer, Consolidation, is dependent on the number of plots in the unit and the area under Consolidation. There is a separate establishment for rectangulation work which precedes actual start of consolidation operations. This is a team of professional surveyors who move into the Tahsil a little in advance of the other consolidation staff for making 25 acre rectangles on the ground and in the village maps. The rectangulation team is in the charge of a Rectangulation Officer who is also of gazetted status, equivalent in rank to that of Consolidation Officer.

4. The Consolidation Commissioner has submitted to us the following proposals for revision of pay scales :

Name of the post	Existing pay scales	Proposed pay scales
	Rs.	Rs.
<i>Field Staff—</i>		
Assistant Settlement Officer, Consolidation.	225—550	350—900
Deputy Assistant Director Consolidation ..	225—500	350—750
Consolidation Officer/Rectangulation Officer ..	225—500	350—750
Assistant Consolidation Officer/Assistant Rectangulation Officer	160—280	250—500
Consolidator/Rectangulator ..	120—220	160—320 (Equal to the pay scale of Supervisor Kanungo).
Lekhpal .. ..	75—115	120—220 (Equal to the pay scale of Gram Sewak).
<i>Ministerial Staff—</i>		
Assistant Superintendent	160—320	250—500
Head Clerk .. ..	150—260	250—500
Stenographer	120—250	160—320
	160—320	250—500
Upper Division Assistant ..	140—280	200—450
Accounts Clerk, Chief Draftsman, Reader, etc. ..	120—220	160—320
Junior Clerk, Typist ..	100—180	120—250

5. The Pradeshik Chakbandi Adhikari Association has demanded the following revised scales of pay for the Officers of the Consolidation Department :

Name of post	Existing pay scale	Scale of pay demanded (exclusive of D.A.)
	Rs.	Rs.
Assistant Consolidation Officer/Assistant Rectangulation Officer.	160—280	225—500
Consolidation Officer/Rectangulation Officer.	225—500	250—750
Deputy Assistant Director Consolidation.	225—500	300—900+Special pay of Rs. 50
Assistant Settlement Officer, Consolidation.	250—550	300—900+Special pay of Rs. 50

6. The Chakbandi Karamchari Sangh has demanded that the existing pay-scale of Draftsmen of the Consolidation Department namely Rs.100-160 for untrained hands be revised and brought at par with the revised scale for I. T. I. trained hands, which is at present Rs.120-220.

7. We have carefully considered the various demands of the service associations and the proposals made by the Commissioner for Consolidation. In view of the fact that the Assistant Settlement Officers, Consolidation, have to put an arduous judicial work and hear appeals against the orders of Consolidation Officers in, amongst others, title cases, we recommend that they should be allowed the revised scale of Rs.450-25-650-30-800-50-950. For the posts of Consolidation Officer/Rectangulation Officers and Deputy Assistant Directors, Consolidation, which are of the rank of Tahsildar, we recommend the scale of Rs.400-15-475-20-575-25-750. For the posts of Assistant Consolidation Officer which are of the rank of Naib Tahsildar, we recommend the scale of Rs.300-8-340-10-440-12-500. For Lekhpals, we recommend the scale of Rs.185-3-215-4-235-6-265.

8. With a view to providing an avenue of promotion to Stenographers we recommend a selection grade of Rs.400-20-600 for 10 per cent of the posts of Stenographers in the existing scale of Rs.160-320, the corresponding revised scale of which is Rs.300-8-340-10-440-12-500.

9. The existing pay-scales as well as those recommended by us for the various posts under the Consolidation Organization are shown in Part II of this Report.

#### (e) District Gazetteers

In this State, the work of revision of *District Gazetteers* was started at the district level in 1956, but subsequently, it was centralized at the headquarters of Government under a State Editor under the administrative control of the Revenue Department. The post of State Editor, *Gazetteers*, is held by an officer of the I. A. S. Cadre in the Senior time-scale. There are also two posts of Assistant Editors who are members of the Uttar Pradesh Civil Service (Executive Branch) in the senior scale.

2. The State Editor, while submitting a reply to our questionnaire, has claimed that the posts of Assistant Editors and compilation officers in this Organization are of a highly specialised and technical nature and hence, they may be declared as technical hands, with all the corresponding benefits, and only suitable candidates should be appointed in the vacancies, by giving them advance increments, where necessary.

3. The posts of Compilation Officer are in the pay scale of Rs.225-500. The prescribed minimum qualification is a post graduate degree with specialised knowledge in writing individual chapters of *Gazetteers*. The posts are claimed in status as equivalent to Tahsildars. In the past some Tahsildars had served on them on deputation. Appointments to these posts are now made directly by the State Editor through written examination and interview. Taking into account the duties and the existing pay scale of the post, we have recommended the revised scale of Rs.400-750, and would further suggest that recruitment should be made through the Public Service Commission as in the case of other posts in similar pay-scales.

4. We have considered the various pay-scales of the employees of the department also with reference to their duties and responsibilities, existing pay-scales, emoluments, etc. and have recommended those, as given in Part II of our Report.

#### (f) State Soldiers' Sailors' and Airmen's Board

A beginning of this Board was made in 1917 in the shape of a War Board to assist in the collection of money and material and enrolment of recruits for the First World War. In 1919, this Board was designated as Provincial Soldiers' Board with a wholetime officer as Secretary. Since April 1921, the expenditure on the Board was met out of the Secretariat Budget. Later, consequent upon the decrease in work, only a part-time officer and staff was employed and the work was attached to one or other department of the Secretariat. In April 1942, during the Second World War, the Military Secretary

heavy and scanty rainfall conditions. It has been observed in the beginning that small millets are grown in both these conditions. These are chosen in the former areas mostly on hill slopes, where water does not stay and the soils are very shallow. Thus, the basic similarity in both kinds of regions appears to be the less moisture availability in the soil, but the difference between the two lies in the degree of atmospheric humidity. Therefore, researches under the two conditions can be quite revealing.

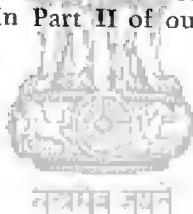


सत्यमेव जयते



4. The Government have informed us that the permanent incumbent of the post of Secretary of the State Board is at present under suspension, that a post of the Director, Soldiers' Welfare-cum-Secretary State Soldiers', Sailors' and Airmen's Board, Uttar Pradesh, in the pay scale of Rs.1,800-2,000 has been created on an *ad hoc* basis, and that the Commission is not required to consider the revision of the pay scale of the post of Director but may consider revision of the pay scale of the post of Secretary. We have therefore, recommended the revision of the pay scale of that post from Rs.300-900 to Rs.550-1,200 as for other similar posts. We have also recommended revision of the pay scale of the various ministerial and Class IV posts on the basis of the existing pay scales and emoluments, as indicated in Part II of our Report. It seems necessary to point out here that, in case any incumbent of the post of Head Assistant or Senior Assistant in the headquarters office of the State Board is still continuing in the old Secretariat scale of pay admissible to Upper Division Assistants, he could only be entitled to the revised scale of Rs.350-700 and for so long as he serves in the Board, that is to say that that scale would be personal to him.

5. The Director, Soldiers' Board, emphasized during his evidence before the Commission that the status of Secretaries in Grades I, II and III in the district level Boards was very low and because of that they had difficulty in discharging their duties and responsibilities properly. The Commission considered over the matter and held the view that, while Secretary, Grade I should not experience any difficulty with his present scale of Rs.225-500, which we have recommended for revision to Rs.400-750, and so also the Secretary, Grade II, whose existing pay scale is Rs.150-260 and who according to our recommendations would now be in the pay scale of Rs.280-450, we certainly feel that the scale of Secretary, Grade III, viz. Rs.120-250 is low. We have recommended that the posts of Secretaries, Grades II and III, may be merged together and all of them may now be designated as Secretary, Grade II, with the proposed pay scale of Rs.280-450. For the remaining posts in the Board, we have recommended scales of pay which are based on the existing scales of pay and emoluments and are given in Part II of our Report.



## 8. TRANSPORT DEPARTMENT

### (a) Transport Commissioner's Organization

The office of the Transport Commissioner was created in February 1945 to control and regulate the road transport industry of the State and to ensure efficient administration of the Indian Motor Vehicles Act, 1932, and U. P. Motor Vehicles Taxation Act, 1935. A separate Department for Transport was also set up in the Secretariat in April, the same year, with the object of ensuring co-ordination between rail and road transports. The Department also took over from the Public Works Department the work relating to control over the sale of motor vehicles and their spare parts, which the Department was looking after since the outbreak of the Second World War. In the reorganisation process, the function of registration of motor vehicles, licensing of drivers of motor vehicles, taxation of motor vehicles and in fact, the entire administration of the motor laws in the State was centralized in the Transport Department. The Transport Commissioner became the administrative and executive head of the Transport Organization and was entrusted with the administration of motor vehicles and taxation laws and with the establishment of U. P. Government Roadways, handled their administration and operation also. After the setting up of the U. P. State Road Transport Corporation, with effect from June 1, 1972, the then Transport Commissioner who was an I. A. S. Officer in the super-time-scale, took over as Chairman-cum-General Manager of the State Road Transport Corporation. The Deputy Transport Commissioner (Administration) who was an I.A.S. officer, in the senior scale was appointed to the post of the Transport Commissioner in his own scale, plus a special pay of Rs.200 per mensem.

2. The Transport Commissioner had under him three Deputy Transport Commissioners in the pay scale of Rs.600-1,250 and one Deputy Transport Commissioner (Technical), in the pay scale of Rs.750-1,400. Out of the three Deputy Transport Commissioners in the scale of Rs.600-1,250, one looks after the work connected with passengers and goods tax assessment and collection and also acts as Secretary, State Transport Authority. Another Deputy Transport Commissioner looks after the enforcement while the third assists the State Transport Appellate (Tribunal) on behalf of the Regional Transport Authorities and the State Transport Authority. These two Deputy Transport Commissioners are assisted by three Assistant Transport Commissioners in the scale of Rs.400-1,000. They look after the administration, enforcement and passenger goods tax work respectively. The Deputy Transport Commissioner (Technical) supervises the work of the Technical inspectorate and also controls and supervises repairs to Government vehicles.

3. To decide all policy matters regarding road transport, there is a State Transport Authority, presided over by the Chairman, Board of Revenue, with the following as members ;

- (1) Transport Commissioner, U. P.
- (2) Chief Engineer Public Works Department, U. P.
- (3) Non-officials (M. L. As)
- (4) Deputy Transport Commissioner (Passenger Tax) Non-member, Secretary.

4. The State Transport Authority also co-ordinates and regulates the functioning of all Regional Transport Authorities. Inter-regional and inter-State permits to the U. P. State Road Transport Corporation and other types of all-U. P. permits are also granted by the State Transport Authority. The Divisional Commissioner is the single-member Regional Transport Authority in each Region and the Regional Transport Officer is the non-member Secretary of the Regional Transport Authority, which grants permits and deals with other connected matters. Some powers are delegated to the Secretary to carry on the functions of the Regional Transport Authority. Appeals and revisions against the decisions of the Regional Transport Authority are filed before State Transport (Appellate) Tribunal. A Single-member State Transport (Appellate) Tribunal, hears and decides revisions and appeals against

the orders of the Regional Transport Authority and the State Transport Authority.

5. For the purpose of exercising control over road transport, the whole State has been divided into 13 Regions and two Sub-Regions. The Regions are under the overall charge of the Regional Transport Officers, who are in the pay scale of Rs.400-1,000. The Regional Transport Officers are assisted by Assistant Regional Transport Officer (Administration) and two or three Assistant Regional Transport Officers (Enforcement), in the scale of Rs.300-900, and Passenger Tax Officers and Goods Tax Officers in the scale of Rs.250-750 and in some Regions by Tax Superintendents, who are in the scale of Rs.225-500.

6. Among the non-gazetted staff posted in the Regions, there are Regional Inspector (Technical)/Technical Inspectors and Assistant Regional Inspectors (Technical) for inspection of vehicles and conducting tests of drivers and conductors, inspection of private workshops for approval by the Deputy Transport Commissioner (Technical), etc. Besides the above, non-gazetted Passenger Tax Superintendents and Goods Tax Superintendents are posted for realisation and checking of evasion of Passenger and Goods taxes.

7. The work relating to the grant of road permits, realisation of road, passenger and goods taxes, registration and inspection of motor vehicles, issue of licences to drivers and conductors is carried out in the Regional and Sub-Regional Offices. The strength of the total clerical staff in each Region is approximately 70, but varies according to the volume of work. The existing scales of pay of the Inspectors and Passenger Tax Superintendents and Goods Tax Superintendents are indicated below :

	Rs.
(1) Regional Inspector/Technical Inspector	... 250-550
(2) Assistant Regional Inspector (Technical)	... 150-300
(3) Passenger/Goods Tax Superintendents	... 140-280

The total collection of revenue on account of road, passenger and goods taxes and other fees in the year 1971-72 was about Rs.19 crores.

8. Another important work performed under the control of the Regional Transport Officers is the enforcement of the provisions of Motor Vehicles Act and Rules, U. P. Passenger Tax Act and Rules, U. P. Goods Tax Act and Rules and U. P. Motor Vehicles Taxation Act and Rules. For this purpose two to three squads are posted in each Region under the charge of an Assistant Regional Transport Officer (Enforcement). The total amount of fines realised as a result of challans during the year 1971-72 was Rs.22 lakhs approximately.

9. The Regional and Assistant Regional Transport Officers Association has sent us a memorandum wherein they have demanded that the scales of pay of the Regional Transport Officers, Assistant Transport Commissioners and Deputy Transport Commissioners should be revised to Rs.600-1,250, Rs.700-1,400 and Rs.1,300-1,600 respectively. The Passenger Tax Officers and Goods Tax Officers have also sent a memorandum demanding that their status and pay scale should be equal to the post of Assistant Regional Transport Officer as they are recruited through the same competitive examination as is prescribed for Assistant Regional Transport Officers. Ministerial Service Association of the office of the Transport Commissioner has demanded the same scales of pay as are admissible to similar categories of employees of the Central Government. Ministerial Employees of the Regional Transport Office, Kanpur, have demanded parity in the pay-scales with the ministerial employees of the Transport Commissioner's office. We have heard the representatives of the various Associations and others concerned. Taking into consideration various factors and inter-service relativities, we recommend an uniform revised pay scale of Rs.900-50-1,600 for all the posts of Deputy Transport Commissioners.

10. With regard to the demand of the Regional and Assistant Regional Transport Officers' Association, it is observed that this cadre consists of 61 officers, whose distribution according to the existing pay scales is as follows :

Pay-scales	Number of officers
Rs.	
300- 900	... 42
400-1,000	... 16
600-1,250	... 3

11. The officers of Transport Department have to perform important functions, and proper development of the road transport industry which is vital to the economic growth of the State would depend largely on their efficient working. At present the number of senior-scale posts available to these officers is a very meagre percentage in comparison with some other departments as will appear from the following figures :

Name of Service	Total number of officers in the junior scale Rs. 300—900			Number in the senior scale of Rs. 600—1,250		
	Perma- nent	Tempo- rary	Total	Perma- nent	Tempo- rary	Total
Deputy Collectors ..	520	114	634	80	93	173
Agriculture ..	193	357	550	41	63	104
L. S. G., E. D. ..	87	150	237	21	49	70
Education ..	165	175	340	66	43	109
P. W. D. ..	316	346	662	62	95	157
Transport ..	34	8	42	2	1	3

12. We recommend a revised pay scale of Rs.650—1,300 for Regional Transport Officers, but with a view to removing stagnation and frustration amongst them, we also recommend that seven posts of Regional Transport Officers and three of Assistant Transport Commissioners may be given the senior pay scale of Rs.800—1,450. The Regional Transport Officers of the senior scale can be posted in important Regions, such as Agra, Allahabad, Lucknow, Kanpur, Varanasi, Bareilly and Meerut or in any other manner, as the Government may like.

13. We find no justification to upgrade the scales of the posts of Passenger Tax/Goods Tax Officers and have recommended a revision according to their existing scales and emoluments. Similarly, we have not found any force in the demands of ministerial employees for grant of higher scales and have recommended revision on the basis of their existing scales and emoluments. Revised scales of pay for the remaining posts not specifically mentioned above, have also been recommended similarly on the basis of existing scales and emoluments.

Details of the posts and their revised pay scales recommended by us are given in Part II of this Report.

#### (b) Uttar Pradesh State Road Transport Corporation

In August, 1972, the State Government informed the Pay Commission about the setting up of the U. P. State Road Transport Corporation with effect from June 1, 1972, under the Transport Corporations Act, 1950, replacing the U. P. Government Roadways, which so far was functioning as a Government department. Accordingly, the officers and the staff who were previously working in the U. P. Government Roadways, went over to the Corporation and are being treated as on deputation there.

2. The question of applicability of the recommendations of the Central Wage Board (1969), relating to Transport Industry had been under consideration of the State Government and it was decided in Transport Department G. O. no. 1348/XXX-II-443-T-71, dated February 22, 1972, that the above recommendation will also be applied to the employees of the U. P. Government Roadways below the rank of Junior Foreman in Regional Workshops and the Central Workshop, Kanpur, and in the Traffic Branch of the Government Roadways to the employees below the rank of the Junior Station Incharge. Subsequently, the matter was reconsidered and it was decided that the decision contained in the aforesaid Government Order shall not be implemented so long as the recommendations of the U. P. Pay Commission do not become available.

In accordance with the above decision, Government in their letter, dated May 23, 1972, informed this Commission that the matters regarding the pay-scales, dearness allowances, etc. of non-gazetted regular employees of the U. P. Government Roadways, to whom the question of applicability of recommendations of the Central Wage Board (1969), relating to Transport Industry had been under the consideration of the State Government might be considered along with the matters relating to other employees entrusted to the Pay Commission.

3. The main demands of various categories of employees of the U. P. State Road Transport Corporation are given below :

Uttar Pradesh Engineers Association has demanded that they should be allowed the same pay scale as is admissible to Engineers of equivalent rank in other departments and in particular they have demanded the following pay scales for Engineers of the Transport Department :

Junior scale	...	Rs.750-1,500.
Senior grade	...	Rs.1,150-2,250.
Selection grade	...	Rs.2,250-3,000 (For 30 per cent posts of the total cadre).

U. P. Roadways Officers Association has suggested the following revised pay-scales :

Name of the post	Existing pay scales	Revised pay scales
	2	3
	Rs.	Rs.
Deputy Transport Commissioner	750-1,400	1,800-2,000
General Manager (Government Roadways)	600-1,400	1,300-1,600
Assitant Transport Commissioner	600-1,250 400-1,000	750-1,400
Assistant General Manager	300-900	

Government Roadways Gazetted Officers (Accounts Service) Association has demanded a revised pay scale of Rs.1,500-1,800 for the post of Deputy Transport Commissioner (Accounts). For the posts of Chief Accounts Officer and Accounts Officer, the pay-scales demanded, are Rs.750-1,400 and Rs.500-1,200 respectively. The Chief Mechanical Engineer, Roadways Central Workshop, Kanpur, in a separate memorandum has requested that the scale of pay of the Additional Chief Engineer in Engineering Departments is Rs.1,800-2,000 and the post of Chief Mechanical Engineer should also be in the same scale of pay. Ministerial Staff Association of the U. P. Government Roadways has demanded a uniform revised pay-scale of Rs.300-600 for various categories of ministerial employees of the U. P. Government Roadways in the existing scales of Rs.40-80, Rs.100-180, Rs.120-220 and Rs.120-250. For Supervisory posts, such as Head Clerk and Senior Accountant, it has demanded a revised scale of Rs.600-900. Welder, Turners and Black Smiths working in the U. P. Government Workshops, have in a separate memorandum, demanded that their existing pay-scale of Rs.80-140 should be revised to Rs.150-260 and a selection grade of Rs.200-400 should also be provided for senior incumbents.

4. Since the officers of the U. P. Government Roadways are on deputation with the U. P. State Road Transport Corporation, we are required to recommend suitable pay-scales for these officers and staff. We recommend the scale of Rs.900-50-1,600 for the following posts, as we have recommended for the post of Deputy Transport Commissioners of the Transport Commissioner's Organization :

(i) Deputy Transport Commissioner (Roadways), now designated as Deputy General Manager (Roadways).

(ii) Deputy Transport Commissioner (Roadways Operation), now designated as Deputy General Manager (Operation).

(iii) Deputy Transport Commissioner (Roadways Development), now designated as Deputy General Manager (Vikas).

(iv) Deputy Transport Commissioner (Accounts) now designated as Chief Accounts Officer.

(v) General Manager (Government Roadways) now designated as Regional Manager.

The special pays on any of the above posts, as and where they were admissible under F. R. 9(25) hitherto, will continue as before.

5. For the following posts we recommend scale of Rs.800-50-1,450 which is the scale we have recommended for the post of Assistant Transport Commissioners in the Transport Commissioner's Organization :

(1) Assistant Transport Commissioner (Roadways Operation) now designated as Assistant General Manager.

(2) Assistant Transport Commissioner (Roadways General) now designated as Assistant General Manager (General).

6. For other posts we have proposed revised scales of pay on the basis of their existing scales and emoluments. However, in the following cases we have found it necessary to give a higher grade on account of the nature of duties and responsibilities discharged by the incumbents :

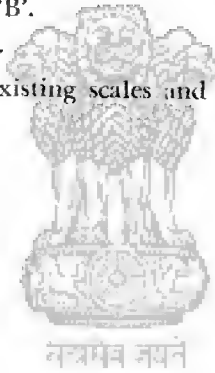
(1) Senior Station Incharge.

(2) Assistant Vulcanizer.

(3) Supervisor Grade 'B'.

(4) Progress Chaser II.

7. Details of posts, their existing scales and the scales proposed by us are given in Part II of the Report.



## 9. FOREST DEPARTMENT

### (a) Chief Conservator of Forests

Forest conservation started in this State in the year 1861 with the appointment of the first Conservator of Forests. Starting with one Circle, the Forest Department expanded rapidly with the addition of the North-West Circle in 1868 and the third Hill Circle in the year 1878. In the year 1905 the three circles were reorganised to form Eastern and Western Circles. The post of Chief Conservator of Forests was created in 1915, and another Circle (Kumaun Circle) was added in 1916. From 1861 to 1916 the work of the department related to survey, demarcation, settlement of rights and concessions, enumeration, classification of species of forest vegetation. The working Plan and Research Circle was created in 1920 and an Utilization Circle was created in 1941. A Fuel and Transportation Circle was created in 1942. The Utilization and Transport Circles were, however, abolished after the close of the Second World War. Many new Forest Divisions were added to the charge of the department after the abolition of Zamindari and its Estates. The Five-Year Plans increased the work of the department and a separate Headquarter's Circle was created in 1956 and an additional Plan and Research Centre was created in 1961. Under the scheme known as Intensification of Forests Management, the reorganisation of this department was taken up in 1964.

2. The Headquarters of the Chief Conservator of Forests is located at Lucknow since 1964. All the higher posts viz., the post of Chief Conservator of Forests, Additional Chief Conservator of Forests, Deputy Chief Conservator of Forests and Conservator of Forests are borne on the cadre of the Indian Forest Service, which was constituted after the implementation of recommendations of the Pay Rationalization Committee. Besides the Chief Conservator of Forests, there are two posts of Additional Chief Conservator of Forests, two posts of Deputy Chief Conservator of Forests (in abeyance), 11 posts of Conservator of Forests, all in the I. F. S. There are 81 other senior posts of Deputy Conservator of Forests, etc., out of which 11 are in the State Forest Service and 70 in the Indian Forest Service and 113 posts of Assistant Conservator of Forests out of which 28 are in Indian Forest Service and 85 in the U. P. State Forest Service. There are also a large number of other posts at the Headquarters and in the Circles to look after the management of the forests. The details of all these posts are given in Part II of the Report, wherein we have prescribed the revised scales of pay for these posts. Since the posts of Chief Conservator of Forests, Additional Chief Conservator of Forests, and Deputy Chief Conservator of Forests are now borne in the newly constituted cadre of the Indian Forest Service, we do not make any recommendation about the revised pay-scales of these posts.

3. The different service associations of the Forest Department have made the following suggestions about pay revision and demands in respect of their revised pay scales :

#### 1. U. P. Forest Service Association

(i) This Association suggested that the pay-scales of all the posts, qualifications and nature of work of which are similar, should be the same irrespective of the fact whether the posts are under the State Government or under the Government of India.

(ii) The employees posted in Hill areas and Class I towns should be allowed a special pay equal to 20 per cent of the pay subject to a maximum of Rs.200 p.m.

(iii) The recommendations of the Pay Rationalization Committee were discriminatory. While the Committee recommended a higher start of Rs.350 to the members of the U. P. Civil Service and starting salary of Rs.325 to the members of the Engineering Service in Class II scale of Rs.300-900, it recommended an initial start of Rs.300 only to the members of the U. P. Forests Service in Class II. Similarly, the above Committee while recommending the revised scale of Rs.750-1,400 in lieu of old scale of Rs.500-1,200 for the members of the certain services, recommended a scale of Rs.600-1,250 only for the Deputy Conservator of Forests who were also drawing pay in the old scale of Rs.500-1,250.

(iv) Describing in detail their multifarious and arduous duties, the association has demanded the following scales of pay for the members of this service :

- (a) Assistant Conservator of Forests. ... Rs.500—1,000 with a selection grade of Rs.700—1,300 for 20 per cent of the posts.
- (b) Deputy Conservator of Forests. ... Rs.1,000—1,800.
- (c) Conservator of Forests ... Rs.1,800—2,500.
- (d) Additional Chief Conservator of Forests and Conservator of Forests. ... Rs.2,700—3,000.

(v) It has also demanded a special pay of Rs.100 p.m. for—

- (a) Assistant Conservator of Forests, Working Plan Circle,
- (b) Assistant Conservator of Forests, Resources and Development,
- (c) Assistant Forest Extension Officer,
- (d) Assistant Timber Supply Officer,
- (e) Assistant Conservator of Forest, Settlement,
- (f) Sleeper Passing Officer, and
- (g) Assistant Conservator of Forests, Uttar Kashi.

It has also demanded that the existing special pay of Rs.50 admissible to Assistant Silviculturist and Wild Life Guards should be raised to Rs.100.

(vi) The Association has requested that the Commission may recommend the creation of a permanent cadre parallel to All India Forest Service for all posts in U. P. Forest Service and the officers having satisfactory record of service may be made permanent, and the quota of posts in the All India Forest Service to be filled up by the officers of the U. P. State may be raised from 33 per cent to 50 per cent.

## 2. U. P. Forest Rangers Association

This association made the following demands :

- (i) The minimum wages should be fixed on the basis of price index for the year 1971 and the disparity ratio between the minimum and the maximum wages should not be more than 1 : 15. The recommendations of the 15th All India Labour Conference, 1957, about the determination of the minimum wages should be accepted for determining wages.
- (ii) The following pay-scales have been demanded :

			Rs.
1. Forest	...	...	400—650
2. Deputy Ranger	...	...	300—600
3. Forester	...	...	225—425
4. Jamadar Muharrir	...	...	200—350
5. Forest Guard	...	...	175—300
6. Range Clerk	...	...	225—425
7. Tractor Driver	...	...	175—300
8. Surveyor	...	...	225—425
9. Other Class IV posts	...	...	140—220

## 3. Statistical Assistant, Computers and Compilers of the Forest Department

Their main demand is that the pay-scale of the Computers before rationalization of the pay-scales by the Pay Rationalization Committee were at par with that of Forest Rangers. There was a common pay scale of Rs.120—300, but while in the case of Forest Rangers the revised scale adopted by Government on the recommendation of the Pay Rationalization Committee was Rs.180—380, the Computers were allowed a scale of Rs.140—280 only. These



Computers have also no avenues of promotion. They have, therefore, demanded that having regard to their educational qualifications and nature of duties, their pay-scale should be kept at par with that of Forest Rangers.

#### 4. U. P. Forest Technical Assistant Association

This association has demanded the following scales of pay :

Serial no.	Name of the post	Scale demanded
		Rs.
1.	Ferro Boy/Blue Printer	... 120-10-150-20-250
2.	Tracer	... 150-10-200-20-300
3.	Draftsman (Recruiting Grade)	... 350-25-475-35-650
4.	Draftsman Senior Grade	... 450-25-575-35-750
5.	Draftsman Head, Architectural Assistant, Mechanical Draftsman, Computer, etc.	... 600-25-725-35-900
6.	Selection Grade for item number 5.	... 700-1,100

#### 5. Uttar Pradesh Forest Ministerial Service Association

This Association has mainly dealt with the difference in the nature of work of the ministerial employees in the Forest Department as compared with those of such employees of other Departments. The Association has pointed out that payment in the Forest Department is made by the Officers direct and all paid vouchers are sent direct to the Accountant General, U. P. The department can be classified as a commercial department and the pay-scales of the ministerial staff of the Forest Department should be higher than those of the ministerial services in other departments. The Association has represented that prior to 1947 the pay-scales of the members of the Forest Ministerial Service were higher than those of comparative posts in other departments, but the Government despite the recommendations of the U. P. Pay Committee, 1947, reduced their pay-scales. The Association has, therefore, demanded the following scales for ministerial Class IV employees :

		Rs.
1.	Head Assistant	... 900-1,000
2.	Head Clerk	... 800-900
3.	Upper Division Assistant, Drafters, Stenographers.	... 700-850
4.	Lower Division Assistant, Surveyor, Store Keeper.	... 600-750
5.	Mechanic, Mistry, Tracer, Moharrir, Trained Tracer.	... 500-700
6.	Daftari, Messenger, Jamadar etc.	... 500-600
7.	Chaukidar, Mali, Jamadar.	... 400-550

Some of other demands of this Association are :

(i) Pay-scales of employees of the district level to Secretariat should be determined on the basis of "equal pay for equal work".

(ii) Fifty per cent of the higher posts in the Secretariat should be reserved for clerks in the subordinate offices.

#### j. Director of Parks and Sanctuaries

The incumbent of the above post, which is an ex-cadre post, in a personal representation has demanded that his present scale of Rs.400-1,000 may be upgraded to Rs.600-1,250 and a revised pay scale on that basis may be recommended for the above post by the Commission. The Deputy Secretary to Government, Forest Department, in his letter, dated May 6, 1972, addressed to the Commission has observed that a post of Director, Parks and Sanctuaries was created with effect from June 1, 1970 in the scale of Rs.400-1,000 in lieu of the post of Wild Life Warden, Parks and Sanctuaries in the scale of Rs.300-900, and has recommended that this pay-scale should be upgraded to Rs.600-1,250 and the pay-scale revised accordingly.

4. In reply to the questionnaire issued by us the Chief Conservator of Forests made the following suggestion and recommendations :

(1) The pay scales and the rate of dearness allowance to the State Government employees should be at par with those of the employees of the comparative categories of the Central Government.

(2) While recommending the pay-scales for the employees of the Forest Department, the Commission should bear in mind the working conditions of these employees. The Forests Guards, whose minimum educational qualification is High School, have to stay in remote forests throughout the year. Similarly, the clerks and other members of the Subordinate Service are required to do more responsible and strenuous work as compared to the employees of the other departments.

(3) The maximum emoluments should be limited to Rs.2,000.

(4) There should be a uniform pay-scale for all the State Services but the officers should be paid special pay for the jobs involving risks. He recommended that all Class I and II officers in the existing scale of Rs.600-1,250 and Rs.300-900 may be allowed the same revised pay scales which the Commission may like to recommend for other similar categories of posts. For the post of Accounts Officers and Medical Officers, the Chief Conservator of Forests has recommended that they may be allowed the same scale of pay which may be allowed to the members of their service in their respective departments. For the post of Director, Parks and Sanctuaries, the Chief Conservator of Forests has recommended that he may be equated with the Deputy Conservator of Forests in the scale of Rs.600-1,250. For other posts in the department he has recommended the following scales :

	Rs.
1. Forest Ranger	... 250-550
2. Deputy Forest Ranger	... 160-320
3. Forester	... 150-260
4. Forest Guard and other Guards	... 100-180
5. Plantation Cultural Guard and other Jamadars.	... 120-220
6. All Moharrirs	... 120-220

5. In the course of his evidence, the Chief Conservator of Forests stated that the State Forest Service Officers are required to undergo two years training before they start service. There is, therefore, a strong case for the State Service Forest Officers to be given a higher start on completion of training and in any case there should be parity in their initial pay with the Engineers and State Civil Services. He stated that with the creation of Indian Forest Service and encadrement of all posts which were in the senior scale of State Forest Service, stagnation has set in the cadre of U. P. Forest Service. As things stand, the chances are that Assistant Conservators of Forest will never get promotion to the Indian Forest Service until they have put in 20 to 25 years of service. The promotion prospects for these State Officers have, therefore, worsened. He suggested that a senior scale equivalent to the senior scale in the State Civil Services and the Engineering Services may be provided in the U. P. Forest Service also, and the number of such posts should be kept at 20 per cent of the cadre. For the members of the Subordinate Forest Service, the Chief Conservator of Forests recommended that they should be equated with Inspectors of Police and Tahsildars and all the three, i.e., Forest Rangers, Inspectors of Police and Tahsildars should be kept in the same scale of pay. The responsibility of Forest Rangers is in no way less than that of Tahsildars and Inspectors of Police, as they are directly in charge of Forest wealth of considerable value. They have also the additional responsibility of arresting offenders without any warrant. For Deputy Rangers of Forests and Foresters, he recommended parity with Naib Tahsildars and Kanungos respectively. He recommended that Forest Guards should be equated with Police Constables and Lekhpals. The other suggestions made by him in the course of his evidence are as follows :

(1) *Range Clerk*—This is an isolated post. Its incumbent has no prospects of promotion. The post needs to be merged with the posts of Forester.

(2) *Jamadars and Moharrirs*—They may be allowed the same pay scale as may be recommended by the Commission for Head Constables in the Police Department.

(3) *Ministerial Establishment (Forest Department)*—The Ministerial staff of the Forest Department should be given better pay scales as compared to other departments in view of the fact that these officials have to work without any guidance very often as the officers of the Department, mostly remain out on tour. The pay scales of the Noters and Drafters and the Stenographers in the office of Conservator of Forests are lower than those of similar categories of officials

in the office of the Chief Conservator of Forests. Since the Conservator of Forests also is a Head of Department and deals directly with the Government in respect of the affairs of his circle, the pay scale of the Stenographers and Noters and Drafters in the office of the Conservator of Forests should be the same as may be recommended for such employees in the office of the Chief Conservator of Forests. Similarly, the Head Assistants and Stenographers in the office of the Additional Chief Conservator of Forests should also be allowed the same pay scale which is admissible to similar staff in the office of the Chief Conservator of Forests. The Store Keepers in the Forest Department have no avenues of promotion. Their cadre should, therefore, be abolished and be merged with the cadre of the Assistant Clerks, and Rs.25 per month as special pay may be allowed for doing the job of storekeeper.

(4) *Draftsman*—The draftsman having I. T. I. Diploma and drawing pay in the scale meant for such officials should be allowed the pay scale which may be recommended for qualified draftsman after completion of 5 years of service. The draftsman should also be promoted in the scale which may be prescribed for Computers in the Public Works Department.

6. The Chief Conservator of Forests stated that the officials of the State Forest Service, Forest Rangers, Deputy Rangers and Foresters etc. working in Working Plan Research and Development Circle, Plantation Division, Wild Life Forest Extension Training Class and Timber Supply Organisations may be allowed special pay at the following rates :

	Rs.
1. Assistant Conservator of Forests	... 75
2. Forest Rangers	... 50
3. Deputy Rangers and Foresters.	... 30
4. Jamadars and Forest Guards.	... 50

He also suggested that Forest Rangers, Deputy Rangers, and Foresters, who handle cash and who have furnished security, may also be allowed special pay like Accountants and Cashiers. He also recommended that rate of Fixed Travelling Allowance presently allowed to the Forest Rangers, Deputy Rangers and Foresters should be doubled on accounts of increase in the cost of transportation charges etc. He also suggested that a uniform allowance may be allowed to the Forest Rangers and Deputy Rangers on the scale applicable to the Inspectors and Sub-Inspectors of Police respectively.

7. The Ayukt Evam Sachiv, Forest Department, did not send and reply to the questionnaire issued by us, but in course of his evidence before us he stated that with the constitution of the Indian Forest Service the State Forest Service is now left only with the junior scale posts of Assistant Conservator of Forests and in the absence of adequate number of senior scale posts for their promotion, there is frustration amongst the State Forest Service Officers. He, therefore, suggested that a selection grade as in the case of State Civil Service (Executive Branch) may be created for the officers of the State Forest Service also. He further suggested that the initial starting salary for the members of the State Forest Service should be the same as for P. C. S. officers. He also recommended that during the period of their training, the officers of the Forest Department should be given regular pay and allowances instead of a stipend only. He also suggested that the Director, Parks and Sanctuaries may be given the same status and pay-scale as may be recommended for the Deputy Conservators of Forests. His other recommendations were the same as that of the Chief Conservator of Forests.

8. We have considered the replies to the questionnaire furnished by the Chief Conservator of Forests and different Service Associations of the Forest Department and also the demands of the various Associations made in their memoranda and the recommendations made by the Chief Conservator of Forests and Commissioner and Secretary, Forest Department, and have proposed revised pay-scales for various posts in the Forest department as shown in Part II of the Report. We have generally proposed a revised scale on the general pattern for revision of pay-scales decided upon by us. There are, however, a few exceptions. We have allowed a higher pay-scale to the computers on the ground that they should be allowed the same pay-scale as is allowed to computers in the P. W. D. and Irrigation Department. We have also proposed a selection grade for 10 per cent posts of stenographers in the scale of Rs.120-250 and Range Clerks and Storekeepers in view of lack of promotional opportunities

available for these employees. The post of Director, Parks and Sanctuaries in the existing scale of Rs.400—1,000 had been created in the month of September 1970, keeping in abeyance the post of Wild Life Warden in the scale of Rs.300—900. The qualification prescribed for the post is only a Graduate. We have recommended the revised scale of Rs.650—1,300 for this post, but we recommend that proper qualifications should be prescribed for the post and selection may be made through the Public Service Commission, in case this post is proposed to be kept outside the cadre of U. P. Forest Service. We also recommend that in case officers of the U. P. Forest Service are appointed to this post they may be allowed the scale of pay which is admissible to them in the Forest Department. Having due regard to the responsibilities and arduous nature of duties attached to the posts of 'Forest Rangers' and 'Forest Guards' we have recommended slightly higher scales for these posts as compared to the general pattern of pay-scales approved by us. In place of three existing scales for Dratsmen, we have recommended only two scales, one for qualified and the other for unqualified ones. Having regard to the nature of duties and qualifications proposed for the post of Receptionist, we have recommended the same scale of pay for this post which has been recommended by us for the post of Routine clerks. In our opinion a higher pay-scale than this is not justified for this post. We do not think that variation from the general pattern of pay revision determined by us is warranted in any other case. The demand for doubling the rate of Fixed Travelling Allowance made by the Chief Conservator of Forests has not been examined by us as the subject of 'Travelling Allowance' is not under our purview. We have examined the proposals and demands in respect of special pay, in the Chapter of Special Pays of the Report.

#### (b) Directorate of Tourism

The promotion of tourism was originally taken up in 1956 in the Planning set-up, but the work connected therewith was placed under the charge of the Transport Commissioner in 1961. Due to the emergency in 1962, the Scheme suffered a set-back when the programme of construction of tourist bungalows, rest houses etc. was suspended and several field offices were closed down. The Organization was revived later on a limited scale. A full-fledged Directorate of Tourism was set-up in 1965 with a whole-time Director assisted by a Deputy Director (Tourism). The Organization was, however, again placed under the Transport Commissioner in 1967, with a Deputy Director as its immediate Incharge. That post was subsequently designated as Deputy Transport Commissioner (Tourism). But from July 1971, a separate Directorate has been established and the Director has been declared as a Head of Department.

2. Under the Director, Tourism, there is one post of the Deputy Transport Commissioner in the scale of Rs.600—1,250, one post of Publicity Officer in the scale of Rs.250—750 and 7 Regional Tourist Officers in the scale of Rs.300—900. Besides, there are 74 posts of Class III employees and 80 posts of Class IV.

3. No reply to the questionnaire issued by the Commission was received from the Directorate or its employees. However, Secretary to Government, Tourist Department, while forwarding a memorandum from the officers and staff of the Directorate of Tourism for revision of their pay-scales, suggested an upward revision of the pay-scale of the Publicity Officer whose present pay-scale is Rs.250—750. We have examined the pay-scales of the Officers and other staff of the department with reference to their qualifications, source of recruitment and duties and responsibilities attached to the posts. The minimum educational qualification prescribed for the post of Publicity Officer is Graduation with no specialised knowledge or diploma or any experience in the job. In our opinion, for the job in question, for which the prescribed qualification is simple graduation, the existing scale is adequate. The mere fact that it is filled through the Public Service Commission does not enable us to recommend a higher grade than that merited on the basis of the existing scale and emoluments. We have accordingly proposed the scale of Rs.450—950 for the post.

4. In so far as the post of the Director, Tourism is concerned, the post has been created in July, 1971 in the scale of Rs.1,800—50—1,850—75—2,000, and filled on an adhoc basis by promotion of Deputy Transport Commissioner (Roadways) in the scale of Rs.750—1,400. Keeping in view the job requirements, and method of recruitment etc., we feel that the proposed scale of Rs.1,600—50—1,850—75—2,000 should be adequate for this post.

5. The details of the scales of pay of the Directorate of Tourism as recommended by us will be found in Part II of our Report.

## 10. FINANCE DEPARTMENT

The Finance Department of the Secretariat is the administrative department in respect of the following offices and services :

1. Sales Tax Department.
2. U. P. Finance and Accounts Service.
3. Local Fund Audit Department.
4. Audit Organisation for Co-operative Societies and Panchayats.
5. Registration and Stamps Departments.
6. National Savings Directorate.
7. Treasury Directorate.
8. U. P. State Lottery Directorate.
9. Registrar, Firms and Societies, U. P.
10. Accounts Organisation of the Food and Civil Supplies Department (Senior Accounts Office Headquarters).
11. Chief Accounts Officer (Zila Parishads) (Mukhya Vitta Adhikari).

(a) Apart from the above, there are a few other posts to attend to work connected with the State Budget, Pensions and State Insurance Fund. . No specific proposals for the revision of their scales of pay were received by us. We have, therefore, recommended the scales of pay for these officers and staff on the basis of their existing scales and emoluments, and in line with our proposals for the posts of corresponding level elsewhere. Our proposals are contained in Part II of the Report.

### (b) Sales Tax Department

In Uttar Pradesh, Sales Tax is levied under the Uttar Pradesh Sales Tax Act, 1948, as amended from time to time. The revenue on account of the Sales Tax is increasing every year and according to the information available with us, the revenue and expenditure in the Sales Tax Department from the year 1970-71 to 1972-73 have been as under :

Year	Receipt Expenditure	
	Rs.	Rs.
1970-71 .. ..	52,01,74,000	1,07,83,210
1971-72 .. ..	55,35,00,000	1,26,61,000
1972-73 .. ..	57,07,00,000	1,38,96,000

We have been informed that the total number of employees in the Department at present is 3,954.

2. At the apex of the field organization is the Sales Tax Commissioner, U. P., who is responsible for levy, realization and administration of Sales Tax Act in the State. Under the Sales Tax Act and Rules, when a dealer feels aggrieved with any order of an assessing authority, he can go in appeal to the Assistant Commissioner, Sales Tax (Judicial). If a dealer or the department feels aggrieved with the Appellate Order, a revision lies with the Judges (Revision), Sales Tax. The Judges (Revision) are senior District Judges of the State Higher Judicial Service. The Sales Tax Commissioner is an officer of the super-time-scale of I. A. S. cadre. At the Government level, the Finance Department is the administrative department in respect of Sales Tax.

3. We have received a memorandum from the Sales Tax Commissioner in which he has made recommendations for the grant of enhanced revised

scales of pay to various categories of officers and employees in the Department. The recommendations made in respect of a few posts are given below :

Serial no.	Name of the post	Existing scale of pay	Proposed scale of pay
		Rs.	Rs.
<i>Headquarters—</i>			
1	Deputy Commissioner, Sales Tax ..	..	1,300—1,600
2	Assistant Commissioner, Sales Tax (Judicial) ..	600—1,250	750—1,400
3	Assistant Commissioner, Sales Tax (Administration) ..	600—1,250	750—1,400
4	Sales Tax Officer ..	300—900	400—1,100
5	Assistant Sales Tax Officer ..	225—500	300—900
6	Accounts Officer ..	400—1,000	400—1,100 <i>plus special pay of Rs. 100 p. m.</i>
7	Statistical Officer ..	300—900	400—1,100 <i>plus special pay of Rs. 100 p. m.</i>
8	Office Superintendent ..	350—450	350—750
9	Assistant Office Superintendent ..	160—320	250—500
10	Stenographer ..	160—320	250—500
11	Noter and Drafter ..	140—280	200—450
12	Routine Clerk ..	100—180	150—250
<i>Circle Offices—</i>			
1	Head Clerk ..	250—325	300—450
2	Noter and Drafter ..	120—220	175—350
<i>Sub-Circle Offices—</i>			
1	Head Clerk ..	150—260	200—400
2	Stenographer ..	120—250	175—350
3	Noter and Drafter ..	120—220	175—350
4	Accountant ..	120—220	175—350
<i>Judicial Branch—</i>			
1	Munsarim ..	120—250	175—350
2	Peshkar ..	120—220	175—350
3	Stenographer ..	120—250	175—350
4	Ahalmad, Typist etc. ..	100—180	150—260

4. We have received a memorandum from U. P. Sales Tax Officers Association in which it has been proposed that in order to avoid stagnation in the service, there should be the following three tier system of scales of pay and any

officer in the junior scale should automatically get the senior scale after putting in twelve years of service, provided his service record is satisfactory :

1. Junior scale—Rs.500—30—650—EB—50—900—EB—50—1,200.
2. Senior scale—Rs.800—50—1,000—EB—75—1,450.
3. Selection grade—Rs.1,500—75—1,950.

It has also been proposed that there should be provision for promotion of Sales Tax Officers to the extent of 30 per cent of their total strength to Class I posts and 10 per cent to the selection grade posts. In order to implement this suggestion, it has proposed that some of the Class I posts like those of State Representative, Assistant Commissioner, Sales Tax etc., should be upgraded. It has also said that the existing special pay of Rs.75 p.m. allowed to Assistant Commissioner, Sales Tax, at the Headquarters should also be enhanced to Rs.100 p.m.

5. The Assistant Sales Tax Officers Association in a memorandum submitted to us has said that the present pay scale of Assistant Sales Tax Officers is Rs.225—500, while that of the Sales Tax officers is Rs.300—900. It has been made out in the representation that both the categories of officers generally discharge the same type of functions. It has also mentioned that in the Income Tax Department, the Income Tax Officers, who perform duties of similar nature, are designated as Income Tax Officers, Class I and Income Tax Officers, Class II, and both enjoy identical powers under the Income Tax Act. The Association has, therefore, requested that there should be one integrated cadre of Sales Tax Officers in Grade I and Grade II in place of the existing posts of Sales Tax Officers and Assistant Sales Tax Officers. It has also urged that for purposes of City Compensatory Allowance, the State may be divided into cities of Class "A", "B" and "C", depending on the population. The City Compensatory Allowance, according to the Association, may be 15 per cent of pay for 'A' Class, 10 per cent for "B" Class and 7½ per cent for "C" Class cities.

6. The General Secretary of the U. P. Sales Tax Ministerial Staff Association in his memorandum to us has proposed the following scales of pay for various categories of posts in the Sales Tax Department :

	Rs.
(1) Sales Tax Officer, Office Superintendent etc. at the Headquarters	... 900—1,000
(2) Assistant Sales Tax Officer, Sales Tax Inspector and Assistant Superintendent, etc.	... 800— 900
(3) Head Clerk, Reference Clerk etc.	... 700— 850
(4) Typist, Clerks	... 600— 750
(5) Daftari, Jeep Driver etc.	... 500— 600
(6) Peons, Chaukidars etc.	... 400— 550

In support of the above demand, the Association has said that Judicial work is also carried on in the Sales Tax Department, and therefore the scales of pay in this Department should be higher as have been provided for the High Court, etc.

7. We have also received a memorandum from the President of the Sales Tax Judicial Staff Association in which a demand has been made that there should be no discrimination in the scales of pay of the employees in the Secretariat and the Subordinate offices. It has also been proposed that the scales of pay of the Stenographers of the Judge (Revision) and Additional Judge (Revision), Sales Tax, should be the same as have been allowed to Stenographers of the Members of Board of Revenue, U. P. This demand has also been supported by the Judge (Revision) Sales Tax, U. P.

8. We have considered the various demands of the different Service Associations and have determined the scales of pay of various categories of posts after taking into account their duties of responsibilities as also their mode of recruitment. We have also looked into the promotion prospects of the Assistant Sales Tax Officers and Sales Tax Officers and find that in the Sales Tax Department direct recruitment is made to 50 per cent posts of Sales Tax Officers. The total strength of Assistant Sales Tax Officers, and Sales Tax Officers as reported, is 320 and 192, respectively. We feel that promotion opportunity available to Assistant Sales Tax Officers is fairly satisfactory. The Class I posts of 52 Assistant Commissioners (47 in the scale of Rs.600—1,250) and 5 posts in the

selection grade of Rs.750–1,400 (sanctioned during 1971-72) and one post of Deputy Commissioner (sanctioned during 1972-73) in the scale of Rs.1,300–1,600, are filled in by promotion of Sales Tax Officers. Having due regard to the total number of posts available and the strength of Sales Tax Officers, promotion opportunities for Sales Tax Officers also seem to be adequate. There is at present only one post in the existing scale of Rs.1,300–1,600 for promotion of 47 officers in the scale of Rs.600–1,250 and 5 officers in the scale of Rs.750–1,400. Since in the existing pattern of the Sales Tax Department, scales of pay are related to posts, Government may consider the desirability of either creating some more posts of Deputy Commissioners, Sales Tax, in the proposed scale of Rs.1,400–1,800 or upgrade the scale of existing selection grade posts to Rs.1,400–1,800 and keep all 6 posts in this scale. We are, however, unable to accept the demand of the U. P. Sales Tax Officers Association for introduction of three tier system of scales of pay with provision for automatic promotion from one grade to another after a fixed period of service.

9. For the reasons mentioned above, we are also unable to accept the demand of the Assistant Sales Tax Officers Association for the introduction of an integrated scale of pay for the cadre of Sales Tax Officers and Assistant Sales Tax Officers, because we feel that the duties and responsibilities of both the posts are not the same and the mode of recruitment of officers in both the services, is also different. In fact Assistant Sales Tax Officers are direct subordinates of Sales Tax Officers and their power of assessment is confined to low value cases of assessment.

10. We have proposed the same scales of pay for the ministerial staff in this office as we have done in respect of other similar posts in other departments on the basis of the general decisions taken by us. As regards the post of Stenographer, we have proposed a scale of pay of Rs.300–500 at the headquarters of the Sales Tax Commissioner's office and have also proposed that the Stenographers to the Sales Tax Commissioner may be provided in the Selection Grade of Rs.400–20–600. We feel that there is some justification in the demand of the Stenographers of the Judges (Revision) Sales Tax for higher scale of pay. We have accordingly proposed that the scale of pay for the Stenographers to Judge (Revision) Sales Tax and Additional Judges (Revision) Sales Tax should be Rs.300–8–340–10–440–12–500.

11. Our recommendations about the scale of pay for the Sales Tax Staff will be found in Part II of our Report. Our recommendation about the grant of special pays and City Compensatory Allowance will be found in the appropriate Chapters of our Report.

#### (c) U. P. Finance And Accounts Service

The following posts are included in the Uttar Pradesh Finance and Accounts Service. Their scales of pay are given against each of them :

<i>Name of the post</i>	<i>No. of post</i>	<i>Scales of pay</i>
		<b>Rs.</b>
Treasury Officer	90	300– 900
Senior Treasury Officers	6	400–1,000
Accounts Officer	7	300– 900
Accounts Officers	33	400–1,000
Senior Accounts Officers	18	600–1,250
Chief Accounts Officers etc.	3	750–1,400
Director of Treasuries	1	1,300–1,600

Thus the total number of posts in the U. P. Finance and Accounts Service is at present 158.

2. There was expansion of the U. P. Finance and Accounts Service in the year 1948-49 and the Accounts Officers and Senior Accounts Officers who were posted in the different departments of Government were to act as Financial Controllers in the respective departments in which they were posted. It was further desired that these Accounts Officers who were attached to the various Heads of Departments will ensure proper maintenance of accounts, conduct periodical audit including internal audit, and tender financial advice on all financial matters to their departmental heads.



3. We have received a memorandum from the President of the U. P. Finance and Accounts Service Association in which he has proposed that the scales of pay for different categories of posts in the U. P. Finance and Accounts Service may be revised as follows :

Serial no.	Name of the post	Existing scale of pay	Proposed scale of pay
		Rs.	Rs.
1	Treasury Officers in all 'B' and 'C' category of towns and Additional Treasury Officers ..	300—900	500—50—950—70—1,300
2	Senior Treasury Officers in 'A' Class Towns and Accounts Officers ..	400—1,000	1,000—75—1,600
3	Senior Accounts Officers and Chief Accounts Officers ..	600—1,250	1,600—100—2,200
4	Deputy Financial Adviser, Financial Adviser and Director of Treasuries ..	700—1,400	2,250—100—2,750
5	Financial Adviser, Chief Accounts Officers in State Public Sector Undertakings ..	..	2,750—125—3,000

4. In support of the demands made by this association, it has been mentioned that there has been very heavy increase of work and responsibilities of Treasury Officers and this was likely to increase in future with successive Five Year Plans. It has been added that the Treasury Officers cannot leave their posts even for a day unless some officer of the district administration readily becomes available to look after their work. Their leave and holidays are also severely restricted. They get no respite and strain on them is heavy and continuous. Similar arguments have been advanced in support of the proposed scale of pay of Rs.1,000—25—1,600 for Senior Treasury Officers in the KAVAI Towns (or 'A' Class Cities).

5. It has also been brought to our notice that the Senior Treasury Officers posted in the KAVAI towns were given a special pay of Rs.75 p.m. in the past which was subsequently raised to Rs.100 p.m. over and above their the then scale of pay of Rs.250—850. Similarly, a special pay of Rs.100 p.m. was also allowed to the Additional District Magistrates, (Executive), who were given a special pay of Rs.100 over and above their scale of pay of Rs.250—850. According to the recommendation of the Pay Rationalization Committee, the scale of pay of Additional District Magistrates (Executive) was revised to Rs.600—1,250 while the scale of Senior Treasury Officers in KAVAI Towns was revised to Rs.100—1,000 only. It is the contention of the association that Senior Treasury Officers in KAVAI Towns were entitled to higher scale of pay as the original scale of pay compared favourably with the scale of pay which had been allowed to the Additional District Magistrates (Executive).

6. As regards the Accounts Officers, their duties and responsibilities are reported to be very important as they have to function in four distinct capacities as Financial Advisers, Financial Controllers, Internal Audit Officers and Accounts Officers. Similar functions have also to be performed by Senior Accounts Officers and Chief Accounts Officer posted in the offices of the major Heads of Departments. Such Senior Accounts Officers have also to supervise the work of Accounts Officers under their control posted in the Regions or at the Headquarters. It has also been mentioned in the memorandum submitted to us that the Chief Accounts Officers and Senior Accounts Officers in the Railways and in the various departments of Central Government enjoy very high status and scales of pay.

7. As regards the post of the Director of Treasuries it has been pleaded before us that he is the Head of the Treasury administration for the entire State. He deals with District Magistrates, Commissioners, Heads of Departments, Accountant General and the Government. The Association has made a request to us that the scale of pay of this post should be revised commensurate with the nature of duties and responsibilities of this post.

8. Another request which has been made to us relates to the appointments of Financial Adviser and Chief Accounts Officers in the State Public Sector Undertakings. It is the contention of this association that the members of the U. P. Finance and Accounts Service who have shown real insight into various problems of business and commercial management, should be selected on merit for appointment to such posts.

9. We have considered the demands made by the above mentioned association and feel that several of the scales of pay proposed by this association are unrealistic. At the lowest rung of the ladder, there are 90 posts of Treasury Officers and seven posts of Accounts Officers in the scale of pay of Rs.300-900. These officers are recruited on the basis of the combined competitive examination held for the U. P., C. S. (Executive) and U. P. Police Service. We have revised the scale of pay of these posts on the same analogy as we have done in respect of other Class II Services of the State.

10. There are six posts of Treasury Officers and 33 posts of Accounts Officers in the scale of Rs.400-1,000. In the memorandum which has been submitted to us, an analogy has been drawn between the scale of pay of the Treasury Officers and Additional District Magistrates (Executive). The scale of pay of such Treasury Officers was revised to Rs.400-1,000 by the Pay Rationalization Committee. We feel that there is no comparison between the work of Additional District Magistrate (Executive) and Senior Treasury Officers. Their duties and responsibilities differ widely. Such Treasury Officers and Accounts Officers already got a higher scale in the past and we have proposed in our report a scale of Rs.650-30-780-40-1,000-50-1,300 for them.

11. As regards the post of Senior Accounts Officers and Chief Accounts Officers, we have revised their scales of pay on the basis of the general decision which we have taken for equivalent posts in other Departments.

12. We recognize the importance of the post of Director of Treasuries and have accordingly proposed a scale of Rs.1,400-50-1,500-60-1,800 for this post.

13. As regards the appointment of Financial Adviser and Chief Accounts Officers in the State Public Sector Undertakings, we feel that the requirements of the jobs in these undertakings are entirely of a different nature and require special technocrats. Specialised training is necessary for the officers to be appointed on such posts. Therefore, we leave it to Government to take such action in the matter according to the exigencies of the public services.

14. There are also ten posts of Accounts Officers in the scale of Rs.250-750 in the Office of the Board of Revenue, U. P. These posts were created in connection with the Land Reforms Scheme and nine posts have since then been made permanent. We have proposed a scale of Rs.450-950 for such Accounts Officers.

15. The scales of pay proposed for the Officers of the U. P. Finance and Accounts Service are given in Part II of our Report.

#### (d) Local Fund Audit Organisation

The Local Fund Audit Department is an old department which is concerned with the audit of the accounts of local bodies and for ensuring proper utilization of funds, including Government grants and loans to the local bodies and other institutions under the audit charge of the organisation. At the Secretariat level, the Finance Department is the administrative department in respect of this organisation.

2. The Examiner, Local Fund Accounts, U. P. has his headquarters at Allahabad. He also functions as *ex-officio* Treasurer of Charitable Endowments, U. P. and Agent to the Treasurer, Charitable Endowment for India.

3. In his memorandum and the oral evidence before us, the Examiner, Local Fund Accounts proposed the following scales of pay for various categories of posts of his department :

			Rs.
1. Examiner	...	...	1,000—1,700
2. Assistant Examiner	...	...	600—1,300
3. Senior Auditor (Selection Grade)	...	...	590— 800
4. Senior Auditor	...	...	350— 725
5. Assistant Auditor	...	...	250— 525
6. Stenographer	...	...	250— 490
7. Noter and Drafter	...	...	250— 400
8. Routine Grade Clerk and Typist	...	...	200— 380
9. Daftari/Jamadar	...	...	140— 265
10. Peon/Chaukidar	...	...	125— 250

It was emphasised by the Examiner that the Examiners and the Auditors in the Local Fund Audit Department are well-equipped to examine different types of accounts and are well conversant with the Acts, Rules, Regulations, etc. of the Local Bodies and Government Departments whose accounts they have to audit. They are well versed in commercial accounts also. He has, therefore, suggested that it would not be proper to equate the officers and Auditors of his department who are technically more qualified and have wider experience with holders of similar posts in other departments, such as the Co-operative and Panchayat Audit Organizations, and that they deserve a higher scale of pay.

4. The U. P. Local Fund Auditors Association through a written memorandum as also during their oral evidence, demanded a pay scale of Rs.400—800 for the Senior Auditors and Rs.250—500 for Assistant Auditors.

5. We have examined the suggestion placed before us with reference to the duties and responsibilities attached to different posts and have proposed the same scale of pay for gazetted officers of this department as we have done in respect of similar posts of corresponding status in other departments. We have been informed that the posts of Senior Auditor are filled by promotion from amongst Assistant Auditors and we have proposed for them a scale of Rs.350—700. As regards the posts of Assistant Auditors, we have recommended a pay scale of Rs.280—450. We, however, recommend that for the sake of uniformity in their designation, pay-scale and minimum educational qualification, the Assistant Auditors may, henceforth, be designated as Auditors, with the scale of pay of Rs.280—450 and their minimum educational qualifications should be raised to graduation, preferably Bachelors in Commerce.

6. In Part II of the Report, will be found the existing scales and the scales proposed by us in respect of this organisation.

#### (c) Co-operative and Panchayats Audit Organisation

Prior to the year 1953 the Registrar, Co-operative Societies was the administrative head of the Co-operative Department and was also responsible for auditing the accounts of various Co-operative Societies. To ensure independent and impartial audit of the accounts of these societies, the State Government, in the year 1953, decided to set up a separate Co-operative Audit Organisation under the control of a Chief Audit Officer with headquarters at Lucknow. In 1955, he was also entrusted with the work relating to the audit of Panchayats accounts and was designated as Chief Audit Officer, Co-operative Societies and Panchayats, U. P. Later on, with effect from July 1, 1966, the Audit staff relating to the audit of the Industrial Co-operatives, which was till then under the control of the Director of Industries, was also transferred to the control of Chief Audit Officer Co-operative Societies and Panchayats ; and lastly the Auditors of the Cane Development Department, who audited the accounts of the Cane Co-operative Societies were also put under the control of Chief Audit Officer. In this way the Co-operative and Panchayat Audit Organisation at present audits the accounts of Co-operative Societies, Panchayats and Industrial and Cane Co-operatives. At the Secretariat level, this organisation is under the administrative control of the Finance Department.

2. In his memorandum submitted to us, the Chief Audit Officer has demanded the pay-scale of Rs.1,500—2,000 for his post and has also suggested the following pay-scales for the employees of the Audit Organisation of Co-operatives and Panchayats :

	Rs.
(i) Deputy Chief Audit Officer ...	800—1,400
(ii) Regional Audit Officer ...	450—1,050
(iii) District Audit Officer ...	300— 800
(iv) Senior Auditors (Co-operative) Cane, Industries and Audit Supervisors (Cane). ...	250— 600
(v) Auditor (Co-operatives, Cane, Industries and Panchayats.) ...	200— 400
(vi) Head Clerks (Head office of the Co-operative Audit Organisation) Head Clerk (Head office of the Panchayats Organisation.) ...	300— 500
(vii) Stenographer (Chief Audit Officer and Deputy Audit Officer). ...	250— 500
(viii) Noter and Drafter, Head Clerk, (Regional Offices). ...	200— 400
(ix) Senior Clerk ...	180— 300
(x) Junior Clerk-cum-Record-keeper, Accounts Clerk (At the headquarters and District level), A.R.C. (at the headquarters in the Regional and District level). ...	150— 250
(xi) Jamadar, Daftari ...	100— 150
(xii) Peon ...	80— 120

He has also recommended that the various categories of Auditors of Panchayats Co-operative, Cane and Industries may be brought into one cadre so as to minimise the administrative problems and to minimise the expenditure, while their duties and responsibilities are generally the same.

3. The U. P. Co-operative and Panchayat Gazetted Audit Officers Association, in a memorandum submitted to us, has demanded the following pay-scales for the service concerned :

	Rs.
(i) Chief Audit Officer ...	1,300—1,600
(ii) Deputy Chief Audit Officer ...	750—1,400
(iii) Regional Audit Officer ...	600—1,250

4. The Panchayat Auditors Association has demanded the same pay-scale which is allowed to the Auditors of the Local Funds Accounts Department.

5. The Co-operative Auditors Association has also submitted a memorandum and demanded the following pay-scales for the members of their Association :

	Rs.
(i) Auditor ...	225—600
(ii) Senior Auditor ...	250—750
(iii) District Audit Officer ...	300—900

6. The Cane Auditors Association in its memorandum has demanded the following pay-scales :

	Rs.
(i) Auditor ...	200—450
(ii) Audit Supervisor ...	300—500
(iii) Senior Auditor ...	400—800

7. We have considered the above proposals in detail, particularly the suggestions of the Chief Audit Officer in respect of various categories of Auditors under his control. In his evidence before us, the Chief Audit Officer, suggested that all the different types of Auditors should be grouped together and entrusted with the audit of different types of institutions in their jurisdiction irrespective

of the cadre to which they might belong at present. We feel that this suggestion deserves serious consideration. Accordingly we make the following recommendations :

(i) The designations of all supervisory posts of Auditors in the existing pay-scales of Rs.200-450 and Rs.160-320 admissible to Senior Auditor Industries Section, Senior Inspector Audit (Industries) and Audit Supervisors may henceforth be changed to that of Senior Auditor. The existing system of filling in a certain percentage of these posts by direct recruitment may be discontinued and all posts of Senior Auditors may be filled in by promotion from amongst Auditors who are graduates and are recruited through the Public Service Commission. All the Senior Auditors under the Chief Audit Officer may be required to supervise the Audit of all types of accounts in their territorial jurisdiction irrespective of the cadre to which they might be presently belonging. The revised pay-scale of all these posts will be Rs.350-15-500-EB-20-600-EB-25-700.

(ii) In future, the posts of Auditors with different designations in the existing pay scale of Rs.160-280 and Rs.120-220 should be in the revised scale of Rs.280-450 subject to the following conditions :

(a) All future recruitment to the posts of Co-operative and Panchayat Auditors and other auditors, Junior Auditors etc. connected with the Audit of Co-operatives, Panchayats and Industrial Co-operatives etc. may be made through the Public Service Commission and the minimum qualification should be a degree preferably in Commerce.

(b) Those Auditors of the Co-operative and Panchayat Audit Organisation and Industrial Co-operatives who have put in seven years service on April 1, 1972, but are in the scale of Rs.120-220 at present, may be allowed the revised pay scale of Rs.280-450. Similarly, all graduate Auditors of the above audit organisations, who were recruited through the Public Service Commission or have since been approved by the Public Service Commission, may be allowed pay in the revised scale of Rs.280-450, without any restriction as to the number of years of service put in by them.

(c) The remaining Auditors of the above Audit Organisation not covered with the provision as in item (b) above may be allowed pay in the revised scale of Rs.230-380, till they complete seven years of service or have been approved by the Public Service Commission. After putting in a service of seven years or after their approval by the Public Service Commission they may also be allowed pay in the scale of Rs.280-450.

8. We notice that there are two Head Clerks at the Headquarters of the Chief Audit Officer. While the existing scale of pay of the Head Clerk of the Co-operative Wing is Rs.160-320, which is also the scale allowed to Head Clerks in other offices of the Heads of Departments, the scale of pay of the Head Clerk in Panchayat Wing is Rs.150-260 only. We feel that it is not necessary to perpetuate this disparity between the pay-scales of the two Head Clerks under the same officer. We have accordingly proposed a common pay-scale of Rs.300-500 for both the Head Clerks. The scales of pay of other posts under the Chief Audit Officer, Co-operative Societies and Panchayats which have been revised on the standard pattern adopted by us, are given in Part II of the Report.

#### (f) Registration and Stamps Departments

The Inspector General of Registration is Head of the Registration Department and is responsible for administering the Indian Registration Act, 1864 (as amended from time to time). He is also the Chief Inspector of Stamps and *ex officio* Junior Secretary, Board of Revenue, U. P. with headquarters at Allahabad. As Chief Inspector of Stamps, he administers the Indian Stamps Act, 1899, and the Indian Court Fees Act, 1870, under the supervision of the Board of Revenue, U. P. and the overall control of the Finance Department. At the district level while the District Judges work as *ex officio* District Registrars and supervise the work of the Sub-Registrars in the districts under their charge, the work relating to Stamps and Court-fees is attended to by the District Officers. The existing pay-scale of a departmentally promoted Inspector General of Registration and Additional Inspector

General of Registration is Rs.750—1,400 and those appointed from the I. A. S. cadre get pay in the senior time scale.

2. We are told that there are 21 Inspectors of Stamps and Registration and 221 Sub-Registrars in the State. It is a revenue earning department. The total revenue and expenditure of the Registration and Stamps Departments during the last four years have been as follows :

Registration Department			Stamps Department	
Year	Revenue	Expenditure	Revenue	Expenditure
1	2	3	4	5
	Rs.	Rs.	Rs.	Rs.
1968-69	1,62,19,762	33,45,698	9,31,18,759	16,53,328
1969-70	2,33,21,747	36,07,289	10,84,69,316	20,40,761
1970-71	2,31,09,556	36,40,034	12,28,40,100	19,00,573
1971-72	2,73,42,697	37,65,700	14,44,17,192	29,86,700

3. We received a reply to our questionnaire from the Inspector General of Registration, Uttar Pradesh, who has also submitted a memorandum about the scale of pay of various categories of employees of his Department. He has proposed the following scales of pay :

Name of the post	Existing scale of pay	Proposed scale of pay	Remarks
1	2	3	4
	Rs.	Rs.	
1. Additional Inspector General of Registration.	750—1,400	1,300—1,600	The duties and responsibilities of the post are of greater importance than those of the P. C. S. Officers (Selection grade) or the Deputy Sales Tax Commissioners who are in the scale of Rs. 1,300—1,600. (The scale of pay of the Inspector-General of Registration, Tamil Nadu, is reported to be Rs. 1,100—1,500.
2. Inspector of Stamps and Registration.	300—900	600—1,250	(1) Their duties are the same as of Assistant Sales Tax Commissioner. They should be given higher scale as they are promoted at a late stage of their service. (2) It has also been suggested that out of 21 posts, 5 posts should be placed in the selection grade of Rs. 750—1,400.
3. Sub-Registrar, Selection Grade.	350—650	600—900	
4. Sub-Registrar, Ordinary Grade.	225—500	300—650	

As regards the ministerial officials of his office, the Inspector General of Registration has stated that the existing scales are very low as compared to

officials of the offices of the Excise Commissioner and Sales Tax Commissioner. He has suggested that it would be reasonable to place these officials in the same pay-scales as might be decided for the officials of the above Departments. In the District Registrar's Office, the Chief Registration Clerk looks after the work of the whole district. It has been suggested to us that the pay scale of the Chief Registration Clerk should be equivalent to that of a Head Clerk in other district offices and the pay-scale of the Registration Clerk should be higher than those of routine grade clerks in other district and tahsil offices. As regards Class IV employees, the same scale has been proposed as may be fixed for similar posts in other departments, but the initial salary should not be less than Rs.100.

4. The Uttar Pradesh Registration and Stamps Department Gazetted Officers Association, Allahabad, has stated that its cadre is very small and that they are promoted to the post of Inspectors of Stamps and Registration at least after 20 years of service. They have, therefore, demanded a pay-scale of Rs.800-1,250 in place of the existing scale of Rs.300-900.

5. The Uttar Pradesh Sub-Registrars Association has submitted a reply to our questionnaire and also sent us a memorandum requesting for upward revision of their scale of pay. It was the contention of the association that the scales of pay of Sub-Registrars were low in Uttar Pradesh as compared to the scales in other States. They have demanded that for ordinary grade Sub-Registrars, the pay-scale should be identical with the scales of Tahsildars, Block Development Officers and Industries Officers and for higher grade posts they should have the scale of Rs.600-900. They have also demanded that 54 selection grade posts of Senior Sub-Registrars should be created at the headquarters of each district in the scale of Rs.300-900. Their demand also includes that the number of existing posts of the Inspector of Stamps and Registration should be raised from 21 posts to 25 per cent of the total posts of Sub-Registrars and the pay-scale should be suitably revised.

6. The Uttar Pradesh Registration Department Ministerial Association has demanded parity with the Secretariat scales of pay, and in the evidence before us demanded that the scale of pay of the Head Clerk should be the same as has been allowed to the other Head Clerks in the offices of Heads of Department.

7. It has also been brought to our notice that 23 officials are working as part-time Sub-Registrars at present and leaving aside six such officials, the rest are yet to be approved for the posts of the part-time Sub-Registrar by the Public Service Commission.

8. We have considered the demands made by the various service associations and have proposed the scales of pay of various posts keeping in view the prescribed qualifications, method of recruitment, job requirements etc., as we have done for other similar posts. We are unable to grant the same scale of pay to those Sub-Registrars who are not law graduates and approved by the Public Service Commission, as has been recommended for regular Sub-Registrars. We feel that unqualified and unapproved hands should get the scale of Rs.350-700, at the most.

9. Some of the demands made to us are of an administrative nature, such as the creation of 54 posts of the Senior Sub-Registrar at the District Headquarters or creation of additional posts of Inspectors of Stamps and Registration. We leave it to Government to decide these matters.

10. The scales of pay for the employees in the offices of the Inspector General of Registration, U. P. and the Stamps Department of the Board of Revenue are given in Part II of this Report.

#### (g) National Savings Directorate

The National Savings Directorate is functioning at present under the control of the Finance Department. The Commissioner and Secretary to Government, Finance Department, works as the Director, National Savings in addition to his own duties. He is assisted by a Deputy Director-cum-Deputy Secretary to Government, Finance Department, two Inspectors, and necessary office staff. We were informed in Government letter No. G-I-1013/X-1972, dated May 24, 1972, that the Director, National Savings has been declared as a Head of the Department and as such the Commission, while recommending the revised scales of pay for the employees of the Directorate, may keep the above fact in view.



2. No reply to our questionnaire or the memorandum of demands was received from the Directorate or its employees.

3. We have noted that the Director National Savings, U. P. has been declared as Head of the Department, but in effect, his office is a small one. No cogent reasons have been advanced to justify higher scales of pay for the staff of this office. The duties and responsibilities attaching to the posts also do not seem to support their claim in that respect. We have, therefore, proposed for them the scales of pay in accordance with the general pattern evolved by us. Our recommendations in this behalf will be found in Part II of this Report.

#### (h) Directorate of Treasuries, Uttar Pradesh

The establishment of Treasuries was formerly under the control of the Board of Revenue, Uttar Pradesh. The work of treasuries increased with the successive Five-Year Plans. In the year 1965, it was felt that a separate Directorate of Treasuries was necessary to co-ordinate the work of all the Treasuries and Sub-Treasuries in Uttar Pradesh. With this end in view, a Directorate of Treasuries was established with a Director and a Deputy Director, both of whom belong to the U. P. Finance and Accounts Service. The total strength of the ministerial staff in the office of the Director of Treasuries is 26 only.

2. We have received a memorandum from the Director of Treasuries in which it has been mentioned that the scale of pay of the Director of Treasuries should be the same as might be recommended by the Pay Commission for the Director of Agriculture or for the Director of Animal Husbandry. As regards the post of Deputy Director of Treasuries, it has been mentioned that its present scale is Rs.600-1,250 and the revised scale for the post should be the same as might be recommended for other posts in U. P. Finance and Accounts Service. As regards the pay-scale of Routine Grade Clerks, Junior and Senior Noter and Drafters, Head Clerk and Stenographers, it has been proposed by the Director that the scale of pay of Head Clerk in the said office should be higher than in the offices of the other Heads of Departments. It has also been proposed that the scale of pay of Head Clerk in the said office should be higher than the scale of pay sanctioned for Treasury Head Clerks. As regards the scale of pay of the Stenographers, it has been proposed that the Commission might prescribe the same scale of pay for them as might be recommended for the Personal Assistants (Non-gazetted) in the scale of Rs.225-500.

3. We have considered this matter and our recommendations regarding the scale of pay for the posts of Director of Treasuries and Deputy Director of Treasuries will be found under the heading "U. P. Finance and Accounts Service". We are not in favour of granting the very same scale of pay to the Head Clerk in the office of the Director of Treasuries as we have recommended for the Treasury Head Clerks in various Treasuries of the State, because we feel that the work of the Treasury Head Clerks at the district level is comparatively much more strenuous. We have accordingly proposed a scale of Rs.300-8-340-10-440-12-500 for the post of Head Clerk in this office. Similarly, we are also not in favour of granting the scales of pay for Stenographer which we have proposed for Personal Assistants in the bigger offices because looking at the small strength of this office we feel that the scale of pay of Rs.300-500 which we have proposed for this post will be adequate. The scales of pay which have been proposed by us are given in Part II of our Report.

#### (i) U. P. State Lottery Organization

The U. P. State Lottery Scheme was introduced in 1968, with a view to raising resources for financing some of the developmental activities or schemes of public utility. The funds raised as a result of the implementation of the State Lottery Scheme are utilised for the maintenance and improvement of the State Hospitals and for giving relief to the handicapped. Fifty per cent of the net amount raised within the districts is utilised in the same districts, *pro rata* in accordance with net collections and the rest is placed with the Hospital Funds Committee.

2. The State Lottery Scheme is administered by the State Finance Department through the Director of State Lottery, who is *ex officio* Joint Secretary, Finance Department in the Senior I.A.S. scale, with his headquarters at Lucknow. He is assisted by a Deputy Director who is a senior P.C.S. officer.



The Director, U. P. State Lottery has been declared as a Head of the Department with effect from January 8, 1969.

3. In size, the Directorate of Lottery is a small office. No reply to our questionnaire or any memorandum of demands has been received either from the Directorate or its employees.

4. In absence of any proposals or suggestions, we have recommended the scales of pay for various posts in this Directorate as have been proposed by us for other offices of the corresponding level. The staff on deputation in this Directorate will, however, carry their own pay-scales as might be admissible to them.

Our proposals are contained in Part II of the Report.

#### (j) Registrar, Firms and Societies, Uttar Pradesh

Under the Societies Registration Act, the Registrar of Joint Stock Companies appointed by the Central Government, used to register the Societies. But in 1958 by the U. P. Act No. XXV of 1958, the word "Registrar" was substituted for the words "Registrar of Joint Stock Companies" wherever it appeared in the Act and another section 21 was added by the same act to provide that the word "Registrar" means any person appointed in this behalf by the State Government by notification in the official *Gazette*. Till the year 1958, the Registrar of Co-operative Societies used to act as the Registrar of Firms as well as of Societies. As from August, 1958, a separate office of the Registrar of Firms and Societies, Uttar Pradesh was established. For sometime, it continued to function under the control of the Co-operative Department but from January, 1959, its control was transferred to the Finance Department. At present, the Registrar, Firms and Societies, administers the Societies Registration Act, 1860, the Indian Partnership Act 1932 and the U. P. Indian Partnership Act, 1932. He has his office at Lucknow.

2. In a memorandum submitted to the Commission, the Registrar Firms and Societies mentioned that the workload and responsibilities entrusted to him have been growing, but in spite of the small strength of staff (13 including himself), he has been anyhow coping with the work. He pleads that his office is a State level office, like that of any other Head of Department, and that the pay-scales of his establishment should be at par with the pay-scales prevailing in such offices as the Board of Revenue, Secretariat etc. We also heard the Registrar and have given careful consideration to his memorandum of demands.

3. We find that the work and responsibilities, which devolve on him and his office, can in no way be compared with the work in the Secretariat or the Board of Revenue Uttar Pradesh. We have, therefore, proposed the scales of pay for this office in line with the existing emoluments, as have been proposed by us for other offices of corresponding level. Our proposals are contained in Part II of the Report.

#### (k) Senior Accounts Officer at the Headquarters of the Food and Civil Supplies Department

The Food and Civil Supplies Department have at the headquarters, a post of Senior Accounts Officer who is responsible for co-ordinating and controlling the work of Regional Account Officers posted in the offices of Regional Food Controllers in the State. He also checks the profit and loss accounts and balance-sheets of food grant transactions and conducts periodical audit of accounts of various subordinate offices of the Food and Civil Supplies Department, including the Weights and Measures Wing. He is assisted by an Assistant Regional Accounts Officer (Headquarters), and skeleton office staff.

2. In reply to our questionnaire, the Senior Accounts Officer has proposed the following scales of pay for the staff in his office :

Name of the post	Existing scale	Proposed scale
	Rs.	Rs.
1. Assistant Regional Accounts Officer	250—750	500—1,250
2. Chief Accountant	160—320	400—700
3. Senior Auditor	200—450	

Name of the post	Existing scale	Proposed scale
1	2	3
	Rs.	Rs.
4. Auditor/Assistant Chief Accountant	160—280	300—500
5. Accountant .. ..	150—260	250—450
6. Senior Accounts Clerk ..	120—220	225—350
7. Junior Accounts Clerk ..	100—180	175—300
8. Daftari .. ..	60—80	110—160
9. Peon/Orderly .. ..	55—75	100—150

3. We have also received a memorandum from Assistant Regional Accounts Officers wherein they have compared their scale of pay with those of the Treasury Officer and Regional Marketing Officer. They have pleaded that they aid and advise the Regional Food Controllers, and the bills on account of purchase and supply of food-grains, etc., are received and processed by them as these are not sent to the treasuries for payment. They check the bills and arrange payment through cheques and are responsible for proper up-keep and maintenance of accounts. They have said that their work is of a very responsible nature. They have claimed that when their posts were created during the Second World War, their pay-scales were at par with those of the Treasury Officers, while the pay scale of the Regional Marketing Officers was lower. But under the impression that the activities of the Food and Civil Supplies Department were likely to be wound up as soon as normal conditions were restored after the Second World War, these Officers were given a low scale of pay by the U. P. Pay Committee, 1946-47. Since they had no Association of their own, they could not also persuade the Pay Rationalization Committee to give them a better scale. In the net result, while the Treasury Officers and Regional Marketing Officers got the pay-scale of Rs.300—900, they could get only Rs.250—750.

4. We have given careful consideration to these demands but find that their prescribed qualifications, mode of recruitment, duties and responsibilities are not the same as those of Treasury Officers or Regional Marketing Officers. We have, therefore, proposed the pay-scale of Rs.450—950 for them keeping in view their job requirements, etc. The scales recommended by us for various posts in this organisation, which are mostly on the basis of the existing pay-scales and emoluments, will be found in Part II of our Report.

#### (I) Mukhya Vitta Adhikari (Zila Parishads)

Under section 39(i) of the U. P. Kshettra Samities and Zila Parishads Adhiniyam 1961, provision has been made for the appointment of Vitta Adhikaris in all the Zila Parishads. For superior supervision and co-ordination of the work of the Vitta Adhikaris, Government have created a post of Mukhya Vitta Adhikari (Zila Parishads) and provided necessary staff to him. Mukhya Vitta Adhikari and his staff are all Government employees and are paid from Panchayat Raj Department's budget of the State Government. The post of Mukhya Vitta Adhikari which carries the pay scale of Rs.750—1,400, is filled from amongst the senior members of U. P. Finance and Accounts Service, but for the posts of Vitta Adhikaris, no rigid qualifications are prescribed and appointments are made by the Finance Department of the State Government from amongst Senior Auditors, non-gazetted Assistant Accounts Officer, Treasury Head Clerks, Chief Inspectors of Accounts, etc., holding permanent posts in the scales of pay of Rs.350—450, Rs.225—500, Rs.300—400 or Rs.200—450.

2. Aparat from keeping a watch over the accounts and budget, etc. of the Zila Parishads, the Mukhya Vitta Adhikari also gives advice to the Panchayati Raj Department at Government level on financial and accounts matters.

3. In his memorandum, the Mukhya Vitta Adhikari (Zila Parishads) has demanded the following scales of pay for himself and his officers and staff :

	<i>Existing pay scale</i>	<i>Proposed pay scale</i>
	Rs.	Rs.
(1) Mukhya Vitta Adhikari ..	750—1,400	.. 1,700—1,900
(2) Vitta Paramarshdata/Vitta Adhikari. ..	250—750	.. 500—1,200
(3) Head Assistant ..	350—450	550—750
(4) Chief Accountant ..	160—320	.. 400—650
(5) Stenographer ..	160—320	.. 350—550
(6) Accountant ..	150—260	.. 300—500
(7) Senior Noter and Drafter ..	140—280	.. 300—500
(8) Junior Noter and Drafter ..	120—220	.. 250—450
(9) Routine Grade Clerk ..	100—180	.. 200—350
(10) Peon ..	55—75	.. 150—200

4. It has also been claimed by the Mukhya Vitta Adhikari that the duties and responsibilities of the Vitta Adhikaris are the same as have been enjoined for the members of the U. P. Finance and Accounts Service posted in the various departments of the Government. It has, therefore, been proposed that the posts of the Vitta Adhikaris may be merged in the cadre of the U. P. Finance and Accounts Service. We are unable to recommend this proposal because the prescribed duties and responsibilities of these officers are not identical with those of the members of the U. P. Finance and Accounts Service. Their prescribed minimum qualifications, modes of recruitment and pay scales also are not identical.

5. For various posts we have recommended revision of scales on the basis of existing scales and emoluments. Our proposals are contained in Part II of the Report.

## 11. INDUSTRIES DEPARTMENT

The Industries Department of the State Government primarily functions through the following independent agencies which are directly under the administrative control of the Commissioner and Secretary, Industries :

- (1) Commissioner and Director of Industries, U. P. Kanpur.
- (2) Superintendent, Printing and Stationery, U. P. Allahabad.
- (3) Engineer Manager, Government Precision Instruments Factory, Lucknow.
- (4) Director of Geology and Mining, U. P., Lucknow.
- (5) Provincial Textile Controller, U. P., Kanpur.
- (6) Sugar Commissioner, U. P. Lucknow.

We discuss below, in brief, the existing set up of each of these establishments as also the demands put forth by various service associations and individual officers ; points made out by various officers in written documents or oral evidences and the anomalies pointed out by various agencies. Our recommendations about the various posts in each establishment which we have made after careful thought to the various demands, follow :

### (a) Directorate of Industries

Director of Industries, who is an I. A. S. Officer of the rank of Commissioner, is the executive head of the Organisation and is responsible for the industrial development of the State both in the large and medium scale industries and village and small industries sectors. He is assisted at the headquarters by an Additional Director who is a senior scale I. A. S. Officer and four Joint Directors, one of whom is a I. A. S. Officer and the others are in the senior scale of the P. C. S. entrusted with specific branches and sections of activities and programmes, four Industrial Advisors for Chemical Engineering, Electrical and Mechanical Engineering, Chemicals and Ceramics, for tendering advice and preparing projects and feasibility reports ; one Deputy Registrar, Industrial Co-operative, one Central Controller, Quality Marking Scheme and a number of Development Officers and Deputy Directors. These Officers are in turn assisted by officers of the rank of Assistant Directors and Divisional Superintendents in dealing with routine matters and follow-up of various industrial programmes and schemes in different sections of the headquarters office. The functions of all these officers relate to planning, co-ordination and ensuring the fullest achievement of both physical and financial targets set out under each scheme. For exercising proper supervision and control over the expenditure, there is a Financial Controller of Industries who is assisted by a Deputy Financial Controller and other staff.

2. For better supervision, control and effective implementation of various schemes, the State is divided into five Zones, each with a sub-zone generally co-terminus with a Revenue Division. Each Zone is under the charge of a Joint Director of Industries. For each sub-zone, there is a sub-zonal Industries Officer, who is of the rank of Assistant Director of Industries. A District Industries Officer at the headquarters of each district functions under the overall control of the Zonal/Sub-Zonal Officers and is responsible for effective control, supervision, implementation and development of all the industrial activities and schemes in his district.

3. The Government in their letter no. 3363/R/18/1, dated September 14, 1972, have brought to the notice of the Pay Commission, certain anomalies which had been created as a result of revision of pay scales of certain posts under the Directorate of Industries on the recommendation of U. P. Pay Rationalization Committee, 1964-65. It has been stated that prior to April 1, 1965 the scale of pay of Class I posts was Rs.500-1,200. Out of these, 21 posts consisting of five posts of Deputy Director, nine posts of Area Development Officers, five posts of Development Officers, one post of Deputy Registrar, Industrial Co-operatives and one post of Director, Central Design Centre, were allowed with effect from April 1, 1965, the revised Class I scale of Rs.600-1,250 ; but five posts consisting of two posts of Deputy Directors, two posts of Development Officers and one post of Central Controller, (Quality Marking Scheme) were given the revised scale of Rs.400-1,000 only. The Secretary to Government, Industries Department has pointed out that all Class I posts carry similar duties and responsibilities

and there is hardly any justification for placing these posts in two different revised pay-scales of Rs.600—1,250 and Rs.400—1,000, which has given rise to various anomalies and created difficulties in deciding the seniority of these officers and in dealing with their other establishment matters. He has accordingly suggested that a revised scale of pay of Rs.750—1,400 may be allowed to all Class I officers whose pay-scale prior to April 1, 1965, was Rs.500—1,200. The two posts of Development Officer (Silk) and Development Officer (Carpets) in the scale of Rs.400—1,000, reported by the Secretary to Government, Industries Department, as anomaly cases earlier seem to have been abolished as they have not been reported to the Commission in the statements furnished by the Industries Department.

4. The second anomaly created by the Pay Rationalization Committee, while recommending revision of pay-scale of Rs.250—850 of Class II posts, under the Industries Directorate has been that out of these Class II posts, 31 posts including two of Assistant Directors, were allowed the pay-scale of Rs.300—900 while the remaining including 36 posts of Assistant Directors and 38 posts of District Industries Officers, were given the revised pay scale of Rs.250—750. The Secretary to Government, Industries Department has suggested that, for the reasons already stated in the case of Class I officers, a revised pay-scale of Rs.400—1,000 may be allowed to all Class II officers whose pay-scale prior to April 1, 1965 was Rs.250—850.

5. The third anomaly pointed out by the Industries Secretary relates to the pay-scales of Textile Inspectors under the Handloom Weavers' Co-operative Society Scheme and Handloom Development Scheme. The pay scale of Textile Inspector under the former scheme is Rs.120—220, while the pay-scale of Textile Inspector under the latter scheme is Rs.160—280. It has been suggested that, as the duties and responsibilities of Textile Inspector working under the two schemes are similar, they may be allowed the same revised pay-scale of Rs.240—400.

6. The anomalies referred to by the Industries Secretary were also brought to the notice of the Commission by the U. P. Industries Service Association, which *inter alia* mentioned the following facts with a view to removing the anomalies in the pay-scales of the officers of the Industries Department :

"According to the P. R. C.'s report where the qualification prescribed is a degree in Engineering, they have mentioned that posts carrying Rs.250—750 scale should be placed in the scale of Rs.300—900. Similarly the posts carrying technical qualifications of degree in Engineering or Technology or equivalent have been placed in the scale of Rs.600—1,250, while those of general qualifications have been placed in the scale of Rs.400—1,000. Looking to the scale given by the Pay Rationalization Committee in other departments on posts carrying general qualifications, it has been found that they have been given scales of Rs.600—1,250 or Rs.300—900 universally without any restriction. The post like Deputy Registrar (Co-operative), Deputy Director of Information, Deputy Director of Harijan and Social Welfare, Deputy Director of Statistics, etc. have been given the scale of Rs.600—1,250. Similarly in Class II posts like Assistant Director of Information, Assistant Director of Statistics Assistant Registrar (Co-operative) have been given Rs.300—900 scale."

7. The following posts of Class I whose pre-Pay Rationalization Committee scale was Rs.500—1,200, and in which anomalies were reported, were also considered by the Anomaly Committee and the decisions of the Government thereon are shown in the table given below :

Designation of post	Pre-P. R. C. Pay scale	Pay-scale recommended by the P. R. C.	Pay-scale allowed by Government
1	2	3	4
	Rs.	Rs.	Rs.
1. Development Officer (S. E. I.)	500—1,200	400—1,000	600—1,250
2. Development Officer (Electrical)	500—1,200	400—1,000	600—1,250
3. Development Officer (Glass) ..	500—1,200	400—1,000	600—1,250
4. Pottery Development Officer	500—1,200	400—1,000	600—1,250
5. Deputy Director (C. I.) ..	500—1,200	600—1,250	400—1,000
6. Deputy Director (H. L.) ..	500—1,200	600—1,250	400—1,000
7. Development Officer (Carpet)	500—1,200	400—1,000	The post has since been abolished.

The Secretary to Government, Industries Department, in his letter, dated September 1, 1972, also suggested reduction in the number of existing pay-scales and proposed 33 new scales for the employees of the department, the lowest scale being Rs.110-140 and the highest Rs.1,800-2,000.

8. In a memorandum submitted to the Pay Commission, the U. P. Industries Service Association has also referred to the anomalies created by the Pay Rationalization Committee in the pay scales of Class I and Class II officers of the Industries Department and has requested that the pay scales of the U. P. Industries Service Officers, both of Class I and II, should be brought at par with other similar services of the State, i.e. Rs.600-1,250 for Class I and Rs.300-900 for Class II services, as exist at present and this parity may be allowed in future as well. The Association has also requested that the pay-scale of the post of Joint Director of Industries, viz. Rs.750-1,400, may be revised to Rs.1,300-1,600. The Association has demanded the following revised pay-scales for the officers of the Directorate :

Class of post	Revised pay-scale
	Rs.
Class II posts	... 400-1,000
Class I posts	... 700-1,450
Class I, Senior scale	... 1,300-1,600
Class I, Selection Grade	... 1,800-2,250

9. The U. P. Industries Stenographers Association has stated that the present pay scales of Stenographers of the Directorate, viz. Rs.160-320 and Rs.120-250 are very low as compared to the scale of pay of Stenographers of Reserve Bank of India. They have, therefore, demanded that even if the scales admissible to Bank employees are not allowed to them, at least the pay-scales equivalent to those admissible to the Central Government employees may be given to them. The Association has, therefore, demanded the pay-scales of Rs.300-650 and Rs.200-450 respectively. The Association has also demanded that some administrative posts may also be reserved for them so that avenues of promotion may remain open to them.

10. The U. P. Industries Department Ministerial Officials' Association has demanded that pay scales of the following ministerial posts may be revised as under :

Designation	Existing scales of pay	Scales of pay demanded
1	2	3
	Rs.	Rs.
1. Office Superintendent	350-450	400-900
2. Assistant Office Superintendent.	160-320	350-700
3. Noter and Drafter	140-280	275-550
4. Record Keeper-cum-Accountant, Routine Clerk, Typist etc.	120-220	225-450 with special pay of Rs. 30 p. m. for Assistant Record-Keeper.

11. We recommend that in view of the high technical qualifications and practical experience prescribed for the posts of Industrial Advisers, their existing scale of pay of Rs.1,500-2,000 be revised to Rs.1,900-2,250. Similarly, in view of the high technical qualifications and practical experience prescribed for the posts of Central Controller, Quality Marking Scheme, Development Officer (Leather) and Development Officer (Export), Deputy Director of Industries (Cottage Industries) and Deputy Director of Industries (Handloom) in the scale of pay of Rs.400-1,000, we recommend for them the revised scale of Rs.800-1,450. For the post of District Industries Officer, Grade I, who is

a District Level Officer, we recommend that their existing scale of Rs.250-750 be revised to Rs.450-25-650-EB-30-800-EB-50-950. We also recommend for the post of Technical Officer, at present in the scale of Rs.225-500, a revised scale of Rs.450-850 in view of the qualifications prescribed for recruitment to this post. For the Textile Inspector in the scale of Rs.120-220, we recommend a revised scale of Rs.280-450 in view of the fact that a similar scale of pay has been proposed by us for the equal level post of Supply Inspectors in the Food and Civil Supplies Department. For all other posts in the Directorate, we have recommended revision of their scales of pay on the basis of their existing scales of pay and emoluments according to the general pattern of scales of pay formulated by us. Full details of our recommendations appear in Part II of our Report.

#### (b) Printing and Stationery, U. P. Allahabad

The object of the organization is primarily the execution of all Government printing work emanating from various departments and its production at economical and consistent rate levels. The increasing volume of Government business has necessitated decentralization of printing work which is also carried out at the New Government Press and the Branch Press, both at Lucknow. There is also a Government House Press which works exclusively for the Governor's Secretariat, and a Government Photo-Litho Press at Roorkee mainly for map and lithographic colour printing works. The Naini Jail Branch Press situated within the Jail premises and primarily organised to provide work for convict labour, has a big Forms Store for distribution of a large series of forms to indenting officers. The Stationery Office is situated at Allahabad with a branch at Lucknow.

2. The Superintendent, Printing and Stationery enjoys the powers of a Head of the Department in respect of financial as well as certain administrative matters. There are at present 29 gazetted officers including the Superintendent, Printing and Stationery and about 4,600 non-gazetted employees, both technical and non-technical in the organisation.

3. In his letter no. ES-1-204, dated February 25, 1972 to the Pay Commission, the Superintendent, Printing and Stationery has made the following suggestions regarding revision of pay-scales of his own and certain other important posts :

##### (i) Superintendent, Printing and Stationery, U. P.

His present pay scale is Rs.750-1,400. Being Head of the Department and keeping in view the nature of work and responsibilities he has requested up-gradation of his post and has stated that in no case it should be less than that of Engineer Manager, Government Precision Instruments Factory, Lucknow, Chief Mechanical Engineer, Roadways Central Workshop, Conservator of Forests etc. He has demanded the pay of Rs.2,000 because the pay-scale of Welfare Officer under him is likely to be raised from Rs.500-1,200 to Rs.750-1,400.

##### (ii) Joint Superintendent, Printing and Stationery

There are two posts of Joint Superintendents in the pay-scale of Rs.400-1,000. One Joint Superintendent at Lucknow Press is also notified under the labour laws as Factory Manager under whom about 1,500 non-gazetted employees and eight gazetted officers work. It has been suggested that since the pay-scale of Welfare Officer of Allahabad Press is likely to be revised from Rs.500-1,200 to Rs.750-1,400, the pay-scale of the post of Joint Superintendent should in no case be lower than the pay-scales of the Conservator of Forests, Superintending Engineer of Irrigation Department or the Deputy Manager, Government Precision Instruments Factory, Lucknow.

##### (iii) Deputy Superintendent

They look after the production matters and are technical persons and it has been stated that their work and responsibilities are akin to those of Executive Engineer of Public Works and Irrigations Departments and Deputy Conservator of Forests and, therefore, it has been suggested that their pay-scale should be equivalent to these posts.

**(iv) Deputy Superintendent (Design)**

He manages the work of the Block and Drawing Section at the Aishbagh Press, Lucknow. It has been suggested that the pay-scale of this post should be equivalent to that admissible to Deputy Conservator of Forests.

**(v) Assistant Superintendents**

They are the production officers and responsible for the execution of work in the various sections of the Press. In most of the cases the Assistant Superintendents have to control between 400 to 600 employees. There is one Assistant Superintendent (Forms and Publications) under whom there are about 500 subordinate employees. He is responsible for the stocking and distribution of the forms and publications. It has been suggested that their pay-scales should be equivalent to that which is at present available to Assistant Engineers of the Public Works and Irrigation Departments or Assistant Conservator of Forests.

**(vi) Welfare Officers**

The work and responsibilities of these officers are prescribed under the U. P. Factories Welfare Officers' Rules, 1955. The Government Central Press Allahabad, is a Class I Factory. The present scales of these officers are as under :

	Rs.
(a) Grade I	.. 500-1,200
(b) Grade II	.. 250- 850
(c) Grade III	.. 200- 400

Under the U. P. Factories Welfare Officers' Rules, 1955, the Government proposes to give the Welfare Officer of Class I, a revised pay-scale of Rs.750-1,400 and dearness allowance amounting to 20 per cent of the said scale. The Welfare Officers of the New Government Press, Lucknow, who will be of Class II, will get a scale of Rs.400-1,000 and dearness allowance at 25 per cent of the scale under the aforesaid proposal of the State Government. The Superintendent, Printing and Stationery has, therefore, not proposed revised scale for these posts.

**(vii) Personnel Officer**

There is at present one officer handling personnel work in the Department. A new post has been mentioned in the 1972-73 budget in the scale of Rs.500-1,200. As the Personnel Officer is also governed by the U. P. Factories Welfare Officers' Rules, his pay and emoluments will be revised as and when the pay-scales etc. under the above rules are revised.

**(viii) Printers' Engineers**

Two posts of Printers' Engineers are sanctioned in the pay-scales of Rs.300-900 (with a start of Rs.350). These officers are responsible for the erection, setting and maintenance and repairs of various kinds of sophisticated machines and other equipments in the Government Presses. These are important technical posts and the officers are called upon to look after civil works besides mechanical and electrical installations. For them the pay-scale equivalent to those admissible to Executive Engineers of Public Works, Irrigation and Electricity Departments have been suggested.

**(ix) Accounts Officer and the Assistant Accounts Officer**

There is one Accounts Officer and two Assistant Accounts Officers. It has been said that their work is similar in nature although their designations are dis-similar. As these Accounts Officers have to be Cost Accountants it has been suggested that the same scales of pay which are at present admissible to the Accounts Officers of Finance Department or the Treasury Officers may be allowed to the Accounts Officer and Assistant Accounts Officers here.



## (x) Medical Officer

There are two posts of Medical Officers. They are required to do the same type of work which is prescribed under the Factories Act and the Medical Department Manuals for other Medical Officers. At present these officers are getting the pay scales as admissible in the Medical Department. But as there are no avenues of promotion available to these officers they have demanded some higher scales of pay.

The Superintendent, Printing and Stationery, U. P., Allahabad has also suggested revised pay scales for the non-gazetted employees of the Government Presses. We have also received memoranda of demands from the various Service Associations of Government Press, Allahabad and Lucknow as well as from some individual employees. We have carefully considered the various demands placed before us through their memoranda and also during their oral evidence, and recommended revision of the pay scales of various posts keeping in view the duties and responsibilities of the posts concerned. For the post of the Superintendent, Printing and Stationery, U. P. whose existing scale is Rs.750-1,400, we recommend a revised scale of pay of Rs.1,150-50-1,700, in view of the important, technical and supervisory duties and responsibilities attached to the post.

Our recommendations are given in Part II of the Report.

## (c) Government Precision Instruments Factory, Lucknow

The Government Precision Instruments Factory is a departmental commercial undertaking owned and managed by the State Government. It was set up in 1950 to promote precision mechanics in India. The items undertaken for production were water meters, microscopes and other precision instruments. The manufacture of pressure gauges and jewelstone bearing was also taken in hand subsequently.

2. The Director of Industries is the head of the department for this organisation but the person actually responsible on the post is the Engineer Manager, who looks after the day-to-day working and has wide powers in administration and deals with the Government direct in routine matters. He is assisted by a Deputy Manager, and a number of other officers in technical and accounting fields.

3. The Government in their letter no. G-I-1875/X-1972, dated September 22, 1972, intimated their decision that matter relating to pay revision of 98 out of 105 non-gazetted employees and gazetted officers, to whom Wage Board Award has not been made applicable, are required to be considered by the Pay Commission. No other memorandum of demands was submitted to the Commission. For Engineer Manager, Government Precision Instruments Factory, Lucknow, whose existing scale is Rs.1,200-1,700, we recommend that the revised scale may be Rs.1,400-50-1,800, as he is responsible for efficient running of the Factory and its technical as well as administrative work. For other posts we have recommended, as given in Part II of our Report, scales of pay which are generally based on their existing scales of pay and emoluments.

## (d) Directorate of Geology and Mining, U. P.

The Director, Geology and Mining is assisted in his work by a Joint Director, a Deputy Director, a senior Geo-Chemist, several Geologists and other officers. The Director has stated that the Directorate is a scientific and development department which in recent times has expanded considerably and in order to provide incentive to the technical staff, an upward revision in their pay-scales is necessary. The present pay-scale of the Director is Rs.1,200-1,700. The Industries Department has proposed the pay-scale of Rs.1,800-2,000 for this post. The post of the Senior Geo-Chemist is a Class I post and was created in 1962 in the pay-scale of Rs.500-1,200. The post was advertised by the U. P. Public Service Commission, as a result of which the present incumbent was selected and appointed on an officiating basis. He has demanded the pay-scale of Rs.1,000-1,500 in view of his high academic qualifications. Industries Department had, in the year 1965 intimated the qualifications of this post as M. Sc. instead of Ph. D. The Pay Rationalization Committee had recommended a revised pay-scale of Rs.600-1,250 for this post. It can not be stated with certainty as to what scale would have been recommended by the Pay Rationalization Committee if the prescribed qualifications of the post had been reported

as Ph. D. instead of M.Sc. but we understand that the present scale of pay of this post is Rs.750-1,400 with effect from September 1, 1970. The Industries Department have suggested that its pay-scale may be revised to Rs.1,000-1,500.

2. The draftsmen of the Directorate have submitted a memorandum requesting for the following scales :

Name of post	Existing pay-scale	Pay-scale demanded
1	2	3
	Rs.	Rs.
1. Senior Draftsman	180-380	250-600
2. Draftsman	160-280	225-500 (for diploma holders and I. T. I. pass <i>plus</i> three year's experience)
3. Draftsman	120-220	200-450 (for I. T. I. pass)

No other memorandum has been received by the Commission from any Service Association or individual officer of this Directorate. We recommend that for the post of Director, Geology and Mining, U. P., whose existing pay-scale is Rs.1,200-1,700, the revised pay scale may be Rs.1,400-50-1,800 in view of the expansion in the activities of this Directorate. We also recommend that the revised scale of the post of Senior Geo-Chemist which is at present Rs.750-1,400, may be Rs.900-50-1,600 in view of the qualifications prescribed for the post and duties attached to it. For the posts of Surveyors, which are at present in two different scales of pay of Rs.225-500 and Rs.175-300, we recommend a uniform revised scale of Rs.350-15-500-20-600-25-700. For all other posts in the Directorate, we have recommended, as in Part II of our Report, the revised scales which are based generally on the basis of their present pay scales of emoluments.

#### (e) Office of the Provincial Textile Controller, U. P.

The Director of Industries, U. P. holds *ex-officio* the post of the Provincial Textile Controller. The work done at present by Provincial Textile Controller can be classified under two distinct categories : (i) administration of various cotton and textile control orders and licensing of dealers under the Essential Commodities Act, 1955, and (ii) rendering assistance to the textile industry in resolving various difficulties which confront it from time to time. The latter relates to transport requirements, movement and accumulation of cloth and yarn with the Mills.

2. There is one post of Head Assistant (Textile). The pre-Pay Rationalization Committee scale of this post was Rs.150-200 which the Government revised to Rs.150-260, on the recommendations of the Pay Rationalization Committee whereas the scale of Assistant Superintendent of the Directorate of Industries, which was Rs.120-300, was raised on the recommendations of the Pay Rationalization Committee to Rs.160-320. The Industries Department has, therefore, recommended a scale of Rs.160-320 to remove the anomaly and hardship caused to the incumbent of the post. We have recommended in Part II of this Report, a revised scale of Rs.300-8-340-10-440-12-500 for this post to remove the anomaly.

#### (f) Office of the Sugar Commissioner, U. P.

Apart from being the head of the Cane Development Department, the Cane Commissioner is also the Sugar Commissioner in which capacity he regulates the licensing of power crushers, Bels and Centrifugal machines and acts as the Chief Administrative Officer under the U. P. Sugarcane (Regulation of Supply and Purchase) Act, 1953, and shares the powers of the Registrar, Co-operative Societies, under the Co-operative Societies Act in respect of his subordinate officers.

2. There is one post of Personal Assistant to the Sugar Commissioner. The pre-Pay Rationalization Committee, scale of this post was Rs.300-400, but the Government later allowed the scale of Rs.400-550. We recommend the scale of Rs.500-25-750 for this post.

3. There are two posts of Statistical Assistants in this office in the scale of Rs.120-250. The pre-Pay Rationalization Committee scale of this post is reported to be Rs.160-320, which was recommended by that Committee to be revised to Rs.150-350. The Anomaly Committee, to which the case was referred, recommended the scale of Rs.200-400, which scale had been recommended by the Pay Rationalization Committee for the post of Statistical Assistant in the Directorate of Economic Intelligence and Statistics. However, the Government sanctioned the low scale of Rs.120-250 only. We understand that in the Directorate of Economic Intelligence and Statistics the prescribed qualifications for this post are M. A. or M. Sc. in Mathematics or Statistics and selection is made through the Public Service Commission. The prescribed qualifications for these posts in the office of the Sugar Commissioner are reported to be a Master's Degree in Economics or Mathematics with Statistics as a subject in the degree course. Recruitment is made departmentally. We have not been apprised of the specific reason on account of which the lower scale of pay was allowed by the Government. Nevertheless, we feel that if the duties and responsibilities of the posts in the Directorate of Economic Intelligence and Statistics and those in the Sugar Commissioner's office are similar, the prescribed qualifications and method of recruitment may also be brought at par, and then the scales of pay for the posts in the two offices should be the same i.e. Rs.350-15-500-20-600-25-700. In case, however, the present position with regard to responsibilities, qualifications and mode of recruitment has to continue, the posts of Statistical Assistants in the office of the Sugar Commissioner may be allowed the scale of Rs.300-8-340-10-440-12-500. A higher scale than the scale of pay which would have been admissible to them on the basis of their existing scale of pay and emoluments has been proposed in view of the prescribed post-graduate qualifications.

The scales of pay of these and other posts, which have been revised on the basis of their existing pay scales, are given in Part II of this Report.

4. The following Corporations and Boards have also been established which are controlled through the Industries Department :

- (i) U. P. Financial Corporation, Kanpur.
- (ii) U. P. State Industrial Corporation, Kanpur.
- (iii) U. P. Small Industries Corporation, Kanpur.
- (iv) U. P. State Cement Corporation, Churk, Mirzapur.
- (v) U. P. Export Corporation, Kanpur.
- (vi) Provincial Industrial and Investment Corporation of U. P., Lucknow.
- (vii) U. P. Textile Corporation, Kanpur.
- (viii) U. P. State Sugar Corporation, Lucknow.
- (ix) U. P. Khadi and Village Industries Board, Kanpur, and
- (x) U. P. Handloom Board, Kanpur.

These Corporations and Boards have remained excluded from our purview.

## 12 (a) FOOD AND CIVIL SUPPLIES DEPARTMENT

To check the rising trend of prices, Government appointed a Price Controller and a Price Control Department was created in 1941, during the Second World War. The Bureau of Statistics and Economic Research, was made a part of it, for preparing indices of prices, cost of living etc. In 1942, however, owing to great increase in the work connected with the supply of essential commodities to the people and to cope with economic matters in general, the Department was split up into (i) a Department of Civil Supplies to deal with supply, control and distribution of essential commodities and (ii) a department of Economics and Statistics. Subsequently in the year 1943, the Organisation grew into a full-fledged department for dealing with the policies in respect of procurement of important foodgrains and their storage and distribution through a net work of retail shops. The State was divided into six Regions, each under the charge of a Regional Food Controller, which were subsequently reduced to four Regions with headquarters at Gorakhpur, Kanpur, Lucknow and Meerut. During the same year, the work of Civil Supplies was split into two separate departments. The work of procurement of commodities came under the Civil Supplies Department and that of distribution and rationing, under the Rationing Department. In 1946, however, the Civil Supplies and Rationing Department, were amalgamated and the new Department of Food and Civil Supplies was constituted under the charge of a Secretary to Government with two Commissioners, one known as the Commissioner, Food, and the other as the Commissioner, Rationing. In 1947, however, the post of the Secretary to Government, Civil Supplies Department and the Commissioners, were combined and since then, the Secretary to Government in the Food and Civil Supplies Department has also been functioning as the Commissioner, Food and Civil Supplies.

of the ... the Department is carried out under the control of the ... supplies through the following three wings:

- (i) Supplies and Rationing ;
- (ii) Marketing ; and
- (iii) Weights and Measures.

3. A gist of the proposals and demands received from the Service Associations of its employees is given below :

### FOOD AND CIVIL SUPPLIES GAZETTED OFFICERS ASSOCIATION

The U. P. Food and Civil Supplies Gazetted Officer's Association, which has a membership of 138, has in its memorandum, stated that the responsibilities of distribution of essential commodities and controlled commodities and control over prices discharged by the officers of this department are very heavy and onerous in nature and justify the grant of higher pay scales than so far allowed. The following scales of pay for the different posts have been proposed by this Association :

Serial no.	Name of post	Existing pay-scale	Pay-scale demanded
<i>A—Supply and Rationing Wing</i>			
		Rs.	Rs.
1	Assistant Commissioner ..	300—900	Selection grade of Rs. 1,300—1,600
2	District Supply Officer/ Town Rationing Officer/ Rent Control and Eviction Officer.	Grade I .. 300—900 Grade II 250—650	(i) Uniform pay scale of Rs. 300—900. (ii) 30 per cent of the posts in Rs. 600—1,250 pay scale. (iii) 15 per cent post in selection grade which may carry the scale of Rs. 1,300—1,600.

Serial no.	Name of post	Existing pay scale	Pay scale demanded
		Rs.	Rs.
3	Area Rationing Officer (Rent Control).	200—400	300—900
4	Area Rationing Officer ..	200—400	250—750
<i>B—Marketing Wing</i>			
5	Provincial Marketing Officer	600—1,250	1,300—1,600
6	Regional Marketing Officer	300—900	(i) Uniform pay-scale of Rs. 300—900. (ii) 30 per cent of the posts in the senior scale of Rs. 600—1,250 pay-scale.
7	Deputy Regional Marketing Officer.	250—550	250—750
8	Deputy Regional Food Controller.	300—900	(i) 300—900 (ii) 30 per cent of the posts in the senior scale of Rs. 600—1,250. (iii) 15 per cent of the posts in the selection grade of Rs 1,300—1,600.
9	Assistant Regional Food Controller.	200—450	250—750
<i>C—Weights and Measures Wing</i>			
1.	Deputy Controller ..	600—1,250 for P. C. S. Officers and 400—1,000 for departmental Officers.	Selection grade of Rs. 1,300—1,600.
2.	Assistant Controller ..	300—900	(i) 300—900 (ii) 30 per cent of the posts in the senior scale of Rs. 600—1,250. (iii) 15 per cent of the posts in the selection grade of Rs. 1,300—1,600.

It has been stated by this Association that there are very meagre opportunities of promotion available to these officers. Gazetted service starts from the post of the Area Rationing Officer in the existing scale of Rs.200—400. The next higher post is that of District Supply Officer/Town Rationing Officer Grade II in the scale of Rs.250—600. Other higher posts are those of District Supply Officer/ Town Rationing Officer, Grade I, Assistant Controller, Weights and Measures, Deputy Regional Food Controller and one Assistant Commissioner, Food and Civil Supplies Department, all in the existing scale of Rs.300—900. The recruitment to all the above categories of posts is made both by promotion and by direct recruitment, 50 per cent of posts in all the above three grades are filled in by direct recruitment through the Public Service Commission. It has been stated that while an Area Rationing Officer can be promoted to the posts of the above categories and the District Supply Officer Grade II to Class II posts in the scale of Rs.300—900, officers recruited directly to the post of

District Supply Officer, Grade I have to continue in this scale throughout their service career. The total number of posts in each category and promotion opportunities available to them are indicated below :

Name of the post	Number of post	Number of higher posts available for promotion
1	2	3
1. Area Rationing Officers ..	26	23 posts of District Supply Officer/Town Rationing Officer, Grade II.
2. District Supply Officer, Grade II/Town Rationing Officer.	46	14 posts of Grade I, Deputy Regional Food Controllers/Assistant Commissioner, Food and Civil Supplies/Assistant Controller Weights and Measures.

There is no opportunity of any promotion for District Supply Officer/Town Rationing Officer, Grade I, Assistant Controller, Weights and Measures, Assistant Commissioner, Food and Civil Supplies and Deputy Regional Food Controller.

The above Association has suggested that to avoid stagnation of the members of the service, the posts of District Supply Officers/Town Rationing Officers in Grade II, may be upgraded to the level of State Services Class II and 30 per cent of posts of this cadre i.e., 16 out of total 54 posts, may be in the senior scale equivalent to the existing scale of Rs.600-1,250. They have further suggested that 15 per cent of the total posts i.e. 8 or 9 posts may be in the selection grade equivalent to the existing scale of Rs.1,300-1,600.

4. The Secretary, Food and Civil Supplies Department in his reply to the questionnaire issued by the Commission suggested that a senior scale equivalent to the existing scale of Rs.600-1,250 may be allowed for twelve posts in the cadre of District Supply Officers/Town Rationing Officers. In the course of his evidence before the Commission on June 24, 1972, Sri Mahmood Butt, Commissioner and Secretary, Food and Civil Supplies Department, suggested that all the posts of District Supply Officers/Town Rationing Officers should be in one common scale equivalent to the existing scale of Rs.300-900.

5. While reviewing the pay scales of officers of Supply Wing of the Food and Civil Supplies Department, a scale to scale revision has been recommended for the posts of District Supply Officer/Town Rationing Officer/Rent Control and Eviction Officer, Grade I, Assistant Controller, Weights and Measures, Regional Marketing Officers and Deputy Regional Food Controller, according to which their existing pay-scale of Rs.300-900 has been revised to Rs.550-1,200. We, however, feel that there is need for more promotion avenues for District Supply Officers/Town Rationing Officers. Accordingly, we recommend that three posts of Deputy Regional Food Controller be given the higher pay-scale of Rs.650-1,300. Similarly, we have recommended a higher revised scale of Rs.650-1,300 for the post of Assistant Commissioner, Food and Civil Supplies Department whose existing scale is Rs.300-900. We are also of the opinion that the District Supply Officers, Town Rationing Officers and Rent Control and Eviction Officers, Grade II, who are in the scale of Rs.250-600 should be provided further avenues of promotion. Hence we recommend that 25 posts out of 46 posts of District Supply Officers/Town Rationing Officers/Rent Control and Eviction Officers Grade II, may be allowed in the selection grade of Rs.550-1,200. The officers in this scale can be posted in big districts or on jobs requiring senior and experienced officers, as the Government may consider proper. For the remaining posts also, we would recommend the scale of Rs.450-950, which is higher than that to which they were entitled on the basis of their existing scale. The higher scales of pay have been proposed for them in view of the important, arduous and responsible nature of their work.

6. The existing scale of pay of Assistant Regional Food Controllers in Marketing Wing of Food and Civil Supplies Department is Rs.200-450 but keeping in view the responsible nature of duties of the post a higher scale of Rs.400-750 has been recommended for the post.

7. There is one post of Deputy Controller, Weights and Measures in Weights and Measures Wing of the Food and Civil Supplies Department. The post is at present held by an officer of the U. P. Civil (Executive) Service who will carry his own scale of pay. For the post of Deputy Controller, if it be filled by a departmental officer, the existing scale is Rs.400—1,000. For the same we recommend a revised scale of Rs.650—1,300.

**The U. P. Food and Civil Supplies Department's Non-Gazetted Employees' Association**

It may be mentioned that a number of officials have submitted representations and memoranda on behalf of the above Association containing the following proposals :

Serial no.	Name of post	Present pay-scales	Proposed pay-scales
1	2	3	4
		Rs.	Rs.
1	Provincial Marketing Officer	600—1,250	1,000—1,500
2	Regional Marketing Officer/ Deputy Regional Food Controller ..	300—900	600—1,250
3	Deputy Regional Market- ing Officer Assistant Re- gional Food Controller	250—550 200—400	400—950
4	Senior Marketing Inspector	150—350	350—750
5	Marketing Inspector ..	120—250	225—550
6	Assistant Marketing Ins- pector.	100—180	225—500
7	Head Clerk ..	150—260	250—650
8	Chief Accountant ..	160—320	250—650
9	Accountant (R. M. O.)	120—250	225—350
10	Accountant (A. R. O.) ..	150—260	
11	Stenographer ..	120—250	
12	Second Grade Clerk ..	120—250	
13	Third Grade Clerk ..	120—220	150—300
14	Senior Accounts Clerk/ Clerk IV Grade.	120—220 100—180	150—300
15	Record-keeper ..	120—220	150—300
16	Routine Clerk/T. A. C.	100—180	150—300
17	Kamdar ..	60—80	100—220
18	Driver ..	75—115	
19	Daftari and Bundle Lifter	60—80	
20	Peon, Chowkidar ..	55—75	100—180
21	Sweeper ..	55—75	100—150

8. The recruitment to the post of Supply Inspectors in the Supply Wing, Marketing Inspectors in the Marketing Wing and Weights and Measures Inspectors in the Weights and Measures Wing is made both by promotion and through Public Service Commission. Fifty per cent of the posts are filled in by promotion and the remaining posts are filled in by direct recruitment. The minimum qualification of all these category of Inspectors is graduation. The nature of their duties are different, but according to the recommendations of the administrative department, the level of their responsibilities and work load is comparable. Promotion to the higher posts of Senior Inspectors in all the three wings is made from amongst the Inspectors. The existing pay scales of the Inspectorate staff in the three wings are as under :

Name of the post	Existing pay scale		
	Supply wing	Marketing wing	Weights and Measures wing
1	2	3	4
	Rs.	Rs.	Rs.
1 Chief Inspector .. ..	160—320	..	..
2 Senior Inspector .. ..	120—250	150—350	200—400
3 Inspector .. ..	120—220	120—250	120—250

9. We feel that excepting the pay-scale of the Senior Inspectors in the Weights and Measures Wing, the pay scale of all the remaining Inspectorate staff of the Food and Civil Supplies Department is comparatively lower. We, accordingly, recommend that the Inspectorate staff in all the three Wings of the Food and Civil Supplies Department may be allowed the following uniform revised pay scales :

Chief Inspector (Supply Wing)	} Rs.325 — 10—375 — EB — 12 — 495— EB — 16 — 575.
Senior Inspectors	
Inspectors ...	Rs.280 — 8 — 320 — 9 — 410 — 10 — 450.

10. There are 18 posts of Assistant Marketing Inspectors whose minimum qualification is graduation and the present scale is Rs.100—180. The scale to scale revision of this post would have been Rs.200—320, but this was considered a low scale for graduates. In view of the educational qualifications prescribed for this post, the scale of Rs.230—380 has been recommended for it.

(b) Controller, Weights and Measures, U. P.

The Controller, Weights and Measures, has submitted that even though he is now a Head of the Department, the scales of the employees of his department are not at par with those of the employees of other Heads of Departments because when the report of the U. P. Pay Rationalization Committee, 1964-65, was finalised, the Controller had not been declared a full-fledged Head of Department. No specific recommendation about pay-scale has been sent by the Controller, but he has only made a general recommendation saying that the pay-scales of the employees of his department should be kept the same as those of the employees of other Heads of Departments. In a representation received from the employees of the Weights and Measures branch the following revised pay scales were demanded :

Serial no.	Name of post	Present pay-scale	Proposed pay-scale
1	2	3	4
		Rs.	Rs.
1	Senior Inspector .. ..	200—400	350—750
2	Inspector .. ..	120—250	225—550



Serial no.	Name of post	Present pay-scale	Proposed pay-scale
1	2	3	4
3	Head Assistant .. ..	250—325	350—650
4	Statistical Assistant .. ..	120—250	225—550
5	Accountant .. ..	120—250	225—550
6	Record-keeper .. ..	120—220	200—400
7	Stenographer .. ..	120—250	225—550
8	Senior Accounts Clerk Senior Clerk	120—220	160—360
9	Junior Accounts Clerk/IV Division Clerk .. ..	100—180	160—320
10	Laboratory Attendant	55—75	120—220
11	Runner/Chowkidar/Orderly and Peon	55—75	100—180
12	Driver .. ..	75—115	100—180
13	Daftari .. ..	60—80	110—180
14	Mechanical Supervisor .. ..	175—300	250—500

2. There are 10 posts of Stenographers in this organisation in the scale of Rs.120—250. The scale of Rs.250—425 is recommended for these posts. A selection grade of Rs.300—500 is recommended for 10 per cent of the permanent posts in the lower scale.

(c) **Staff of the Office of the Principal Liaison Officer, U. P. Government at Calcutta**

Ten employees of the office of the Principal Liaison Officer, U. P. Government at Calcutta, have submitted a memorandum to the Pay Commission in which it has been mentioned that during the past few years, this staff had been placed under the following different authorities one after another namely :

- (1) The Iron and Steel Controller, U. P., Kanpur.
- (2) The Director of Movements (Railways), U. P., Lucknow.
- (3) The Principal Liaison Officer, appointed by the Ministry of Industries, U. P. and again under the Director of Movements (Railways).

2. It has been mentioned by them that during the last 6 or 7 years there was, as at present, no officer posted at Calcutta with the result that the interests of this staff have seldom been properly looked after. The avenues of promotion for this staff are practically nil and they are doomed to stagnate throughout their services on the same post on which they were initially posted. It has been proposed by them that they should be placed under the direct control of the Secretary, Food and Civil Supplies Department, U. P., Lucknow, and be treated as Secretariat staff for the purposes of pay, allowances, promotions, etc., as is the case with the staff of the officers of the Liaison Officer to U. P. Government at New Delhi.

3. The present pay scales of the employees of the office of the Principal Liaison Officer, Calcutta are as under. The scales demanded by them are also shown below :

Serial no.	Name of post	Number of posts	Present pay-scale	Pay-scale demand
1	2	3	4	5
			Rs.	Rs.
1	Head Assistant-cum-Accountant ..	1	150—260	200—450
2	Stenographer ..	1	120—250	200—450
3	Upper Division Assistant ..	3	120—250	160—320
4	Lower Division Assistant ..	3	100—180	150—300
5	Peon .. ..	2	55—75	75—115

In this connection it may be mentioned that the existing pay-scales admissible to the members of the staff of the office of the Liaison Officer at New Delhi are as follows :

<i>Sl. No.</i>	<i>Name of post</i>	<i>Present pay-scales</i>
		<b>Rs.</b>
1.	Section Officer	350—750
2.	Personal Assistant/Upper Division Assistant	200—450
3.	Lower Division Assistant	120—250
4.	Typist	100—180
5.	Peon	55—75

4. Since the staff provided for the office of the Liaison Officer at Calcutta is recruited locally and has never been a part of the Lucknow Secretariat establishment, we are unable to recommend grant of Secretariat scales of pay to them. The high cost of living at Calcutta is compensated by the grant of City Compensatory Allowance at comparatively higher rates to these employees. Moreover the scales which we have recommended are fully remunerative. Thus we have not found much force in the representation of the employees of this office.

5. The posts which have been provided to man the office of the Liaison Officer at New Delhi, are presumably temporary addition to the cadres of similar posts in the Secretariat, we have proposed revised scales for such posts on the Secretariat pattern.

6. We do not know the reason why the Government have sanctioned posts at New Delhi in higher scales of pay as compared to the staff posted for Liaison work at Calcutta. Therefore, we have proceeded to revise the pay-scales on the basis of the existing scales and emoluments.

Details of existing scales and the proposed revised scales will be found in Part II of the Report.

नमो भगवते वासुदेवाय

13. MEDICAL AND HEALTH SERVICES, MEDICAL COLLEGES, AYURVEDIC AND UNANI SERVICES (INCLUDING AIDED AYURVEDIC AND UNANI MEDICAL COLLEGES) AND COLLEGES, NATIONAL HOMOEOPATHIC MEDICAL COLLEGE, BOARD OF INDIAN MEDICINE AND BOARD OF HOMOEOPATHIC MEDICINES.

The Department of Medical and Health Services is one of the oldest departments. It was established as early as 1868 and was then known as Public Health Department. Over the years, there has been a progressive development of this Department, entailing mainly the establishment of numerous hospitals and dispensaries and other medical institutions and expansion of preventive services for control of epidemics. A Medical School (subsequently upgraded as Medical College) was established at Agra in 1858, which was followed by a Medical College at Lucknow in 1911. After independence, five other Medical Colleges were also established in the State. A number of training institutions were also established for training of para-medical personnel like nurses, pharmacists, laboratory assistants, technicians, auxiliary nurses, midwives, sanitary inspectors, health visitors, etc. who constituted the infrastructure of all preventive and curative services. After Independence prevention of epidemics has assumed great significance as part of the public health programme. Apart from the national malaria eradication programme and programmes for the control of small-pox, cholera, filaria, tuberculosis etc. which have been undertaken in the State on an extensive scale, provision of proper maternity and child welfare services has also been growing. An integrated pattern for providing various preventive and curative services has been attempted through the institution of Primary Health Centres. Medical Services, both preventive and curative, are bound to expand still further along with their allied programmes.

2. To execute various public health and medical schemes, the Department has to be manned by large cadres of trained medical personnel, para-medical workers and other categories of staff. At present, there are 2,127 men and 688 women in the ordinary grade of Pradeshik Medical Services and 156 men and 25 women in the selection grade. In the Public Health Services, there are 271 men in the ordinary grade and 92 in the selection grade.

3. A number of Service Associations of the Medical and Public Health Department submitted their memoranda of demands, a gist of which is given below :

(i) Class IV employees should be allowed a minimum wage of Rs.250.

(ii) The city compensatory allowance to State Government employees should be given at the Central Government rates.

(iii) The scale of pay should be formulated on the basis of the price index prevailing in the month of December, 1966.

(iv) The rates of dearness allowance should be revised in accordance with the policy followed by the Central Government.

(v) Pharmacists should be given charge allowance at the rate of Rs.50 per month, washing allowance at the rate of Rs.10 per month, boarding allowance at the rate of Rs.30 per month, extra qualification allowance at the rate of Rs.30 per month, infectious diseases allowance at the rate of Rs.30 per month, cycle allowance as may be admissible to the Nurses and the non-practising allowance/pay as may be admissible to doctors.

(vi) Nursing Assistants should be given uniform allowance and boarding allowance at the rate of Rs.30 per month and some additional allowance as is admissible in the Army for identical posts.

(vii) The disparity in scales of pay of Nursing Assistants, Male Nurses, Medical Attendants and Attendant Compounders created by the Pay Rationalization Committee in 1964-65 should be removed.

(viii) Special pays and travelling allowance should be sanctioned to Auxiliary Nurses and Midwives of the Child and Maternity Welfare Centres and their scales of pay should be at par with that of staff nurses of other hospitals as the duties and responsibilities of both are identical.

(ix) Basic Health Workers should be allowed dearness allowance at the Central Government rates along with a House Rent Allowance of Rs.10 per month, Travelling Allowance of Rs.20 p.m., and Cycle allowance of Rs.10 per month.

The employees under the Filaria Control Programme have demanded different pay scales for Field Workers and Superior Field Workers. The Para-Medical Assistants have demanded the revision of their scales of pay in a higher pay slab with a selection grade to avoid stagnation in their services. The Attendants and Head Attendants of Mental Hospitals have demanded parity in pay-scales with those of Constables and Head Constables of the Police Department and have stated that such a parity existed until 1966. The Health Visitors in the Family Planning Department have demanded that there should be no disparity in the pay-scales of male and female employees on identical posts having identical nature of duties and responsibilities. Health Supervisors of Malaria Eradication Scheme have demanded a higher scale of pay on the ground that the minimum prescribed qualification for the said post is identical to some other posts of the Health Department which carry a higher scale of pay. They have also demanded a selection grade. Sanitary Inspectors have urged that, besides higher scales of pay for Chief Sanitary Inspector, Sanitary Inspectors at Public Health Centres, Associate and Junior Officers and District Food Inspectors, they should also get rent free residence and City Compensatory allowance like other Government employees and dearness allowance at the Central Government rates. Sanitary Jamadars of the Public Health Department who were later designated as Sanitary Supervisors, have demanded parity in scales of pay with Supervisors of other Departments. Health Inspectors posted at Community Development Blocks have also demanded a similar parity with Sanitary Inspectors on the ground that it was stipulated at the time of their appointment that they should pass the Sanitary Inspector's training course also. The Tuberculosis Control workers have stated that the B. C. G. Technicians are always exposed to the dangers of tuberculosis bacilli and their duties and responsibilities are identical to those of Health Visitors and Sanitary Inspectors and on that ground they have demanded identical pay scales. The Superior Field Workers of the Malaria Eradication Scheme have demanded a pay scale at par with the Laboratory Technicians on the ground that while the former get a scale of pay of Rs.55-75 after undergoing ten days training in Microscopy before being attached to a Malaria Laboratory, the Laboratory Technicians with 20 days' training for the same job get a scale of Rs.120-220. Assistant Entomologists of Filaria Control units have demanded a pay scale at par with the doctors of Public Health Department on the ground that theirs is also a Class II service, since the Pay Rationalization Committee raised their status by allowing them the pay scale of Rs.225-500 in 1965. The Assistant Epidemic Officers have demanded a scale at par with the doctors of the integrated hospitals on the ground that they are graduates of the integrated system of Ayurvedic, Unani and Allopathic medicines and are recruited through the Public Service Commission.

The Indian Medical Association has proposed six grades of pay for doctors, viz., junior scale, senior scale, selection grade, supertime grade II, supertime grade I and the Director's grade. It has also demanded non-practising allowance at the rate of 50 per cent of pay for all doctors subject to a maximum of Rs.750 per month. It has further demanded rent free residence for doctors in the rural areas and Primary Health Centres with a special pay of Rs.200 per month. It has suggested that the existing rates of consultation fee for ordinary grade Doctors and Civil Surgeons should be enhanced from Rs.8 to Rs.16. The Provincial Medical Service Association has demanded ordinary grade and selection grade with the condition that the maximum of the proposed scales for other comparable posts should not be higher than the Provincial Medical Service or else there should be an ordinary grade, selection grade II, and selection grade I, with a supertime grade. It has demanded two advance increments for medical graduates (M. B. B. S.), four for post-graduates diploma

holders and six for post-graduate degree holders. It has also demanded post-graduate pay of Rs.100 for diploma holders and Rs.200 for post-graduate degree holders, dearness allowance and house rent allowance at par with Central Health Services or rent free furnished quarters in lieu of house rent allowance.

The Provincial Health Service Association has suggested that the doctors on the health side should be given non-practising allowance at the rate admissible to the officers of the Central Health Services. It is sought to be 50 per cent of pay with a minimum of Rs.150 per month. The Medical and Public Health Association has demanded that revised scales of pay should be fabricated with the cost of living index of 1970 as their base.

The Technical Officer of the Health Education Bureau has stated that the Pay Rationalization Committee did not revise the pay scale of his post in 1965. He has urged that his pay scale should be brought at par with the Assistant Director of Information in view of the qualifications prescribed for the post and its duties and responsibilities. The Social Science Instructors, Health Education Instructors and Health Educators of Family Planning Department have demanded pay scales at par with those admissible on identical posts in the Central Government.

The Uttar Pradesh Branch of the Indian Dental Association has stated that formerly Dental Surgeons were allowed the scale of pay which was at par with the Provincial Medical Service, Grade II, but when the cadres of Provincial Medical Service I and Provincial Medical Service II were amalgamated and an integrated cadre with a common scale of pay was created, the Dental Surgeons were overlooked. The Association has demanded a scale of pay for Dental Surgeons which may be equivalent to that of other allopathic doctors.

The Director of Tuberculosis Demonstration and Training Centre, Agra, has proposed a non-practising allowance at the rate of 50 per cent of pay and rent free residence for doctors and teachers employed in the said Centre.

The Principal, Medical College, Agra, has suggested that instead of giving a non-practising allowance to clinical teachers, pay clinics should be opened in the College Campus, 50 per cent of fee collected wherefrom should be credited to Government account, 40 per cent given to the specialists concerned and 10 per cent distributed among the remaining staff.

The teaching staff of Lala Lajpat Rai Memorial Medical College, Meerut has suggested that all government employees should be given dearness allowance at the Central Government rates irrespective of their scales of pay.

The teachers of the King George's Medical College, Lucknow have demanded an integrated scale of pay of Rs.600-50-950-EB-75-1,400-EB-100-1,850 for all teachers and dearness allowance at the Central Government rates. They have further demanded housing facility as available in the State Medical Colleges or house allowance at the Central Government rates in lieu thereof, and the triple-benefit of family pension, provident fund and insurance. Lastly they have demanded that the non-practising allowance in non-clinical departments should be converted into non-practising pay.

The Director of Medical and Health Services, has suggested that the new pay scales should be so fabricated as to remove discontentment among his staff. In his opinion, the scale of pay of the doctors should be in line with the employees of the Central Government. He has further suggested that in establishing wage differentiation, various job requirements enumerated by the Committee on Fair Wages, should be taken into account and an appropriate system of allowances devised to neutralise the rise in the cost of living as far as possible. He has also said that the salary structure should be made more promotion-oriented and the pay-scales of technical and scientific posts should be kept higher than those at comparable levels in the non-technical services in order to attract and encourage good talent. The Director has further suggested that the existing multiplicity of pay-scales in the medical services should be done away with, and a two tier grade be created with a super-time grade for Deputy Directors, Joint Directors Superintendents, of Medical

Colleges, Hospitals and Additional Director. The scales of pay suggested by him are as follows :

(i) Ordinary grade	...	Rs.550-50-1,250.
(ii) Selection grade II	...	Rs.1,000-75-1,600.
(iii) Selection grade, I	...	Rs.1,600-100-2,000.
(iv) Supertime grade	...	Rs.2,500-2,750.
(v) For Director Medical and Health Services and Head of the Family Planning Programme	...	Rs.2,750-125-3,000.

The Ayurvedic and Unani Compounders have demanded a pay-scale at par with that of allopathic compounders. The Ayurvedic and Unani practitioners have also demanded pay-scales at par with those of allopathic doctors.

The ministerial employees of the Directorate of Ayurvedic and Unani Medicines have demanded that the disparity in the scales of pay of their Department and of other heads of departments should be removed and dearness allowance be granted at the Central Government rates.

The Superintendent, Government Ayurvedic College and Hospital, Lucknow has stated that since 1949, when the college was started, it was affiliated to the Lucknow University and the scales of pay were at par with those in the King George's Medical College, Lucknow, but when it was taken over by the Government in 1955, the scales of pay of the teaching and non-teaching staff were down-graded. He has therefore, demanded scales at par with other Medical Colleges and Universities. The Director of Ayurvedic and Unani Medicines has urged that the scales of pay in his organization should be at par with those of the Directorate of Medical and Health Services. For the State Ayurvedic College, Lucknow, he has recommended scales of pay at par with the State Medical Colleges or those recommended by the University Grants Commission.

The Homeopathic Medical Officers have demanded that the pay-scale of Homoeopathic doctors should be at par with those of the Ayurvedic practitioners. The compounders of the National Homoeopathic Medical College, Lucknow, have stated that the Pay Rationalization Committee in 1965 revised the pay-scale of Government compounders to Rs.120-220, but when the college was taken over by the Government later on, that scale was not allowed to them. They have stated that their duties and responsibilities are no less arduous than those of the allopathic compounders. They have demanded a pay scale which should be at par with them.

4. We have given very careful consideration to the demands of the various Service Associations and the proposals made by the Director of Medical and Health Services and other heads of organizations and institutions. We have already taken a general decision to recommend a higher scale of pay for certain major heads of departments who control technical and comparatively large establishments and also act as Technical Advisers to Government. In view of this decision, the Director of Medical and Health Services, has like the Chief Engineer, Public Works Department, and the Engineer-in-Chief, Irrigation Department, been recommended the pay scale of Rs.2,250-100-2,750. On similar grounds, the Additional Director of Medical and Health Services, has been recommended the revised scale of Rs.1,900-50-1,950-75-2,250, the same as recommended for the Additional Chief Engineers, Public Works and Irrigation Departments.

5. We, however, find that there is a big gap between the scales of pay of the Joint/Deputy Directors of Medical and Health Services and that of the Additional Director and the Director, Medical and Health Services. There is no intermediate scale here similar to that of Superintending Engineers, etc., obtaining in other departments. In order to provide avenues for promotion to the officers of the existing Senior scale i.e., Rs.600-1,250 for which we have recommended a revised scale of Rs.800-1,450, we recommend that a special grade of Rs.1,200-1,800 may be created for 30 to 40 posts as Government may deem necessary and such posts as carry responsibility commensurate with this scale may be placed in it.

6. The ordinary scale for the officers of the Provincial Medical Service (Men and Women) and Provincial Health Service which is at present Rs.300-900 has been recommended for revision to Rs.550-30-700-40-900-50-1,200 as we have proposed for other State Services of corresponding level. The question of allowing non-practising pay and post-graduate pay to various categories of Medical and Health Service Officers has been examined in separate chapters.

7. In view of the important and technical nature of duties and administrative functions performed by the Principals of Government Medical Colleges and Hospitals, who are presently in the scale of Rs.2,000-2,250, we have recommended for them the revised scale of Rs.2,200-100-2,500, the same as recommended for other major Heads of Departments. For Professors, Readers and Lecturers in the Government Medical Colleges, who are at present in the scales of pay of Rs.1,100-1,600, Rs.700-1,250 and Rs.400-950, we have recommended revision according to the general pattern of scales of pay formulated by us and their revised scales of pay would be Rs.1,200-50-1,500-60-1,800, Rs.800-50-1,450 and Rs.650-30-800-40-1,000-50-1,300, respectively. The Commission is not aware as to whether the scales of pay of the teachers of Medical Colleges are being covered by the recommendations of the University Grants Commission. In case it is so, the scales recommended hereafter by the University Grants Commission may be adopted for the teaching staff of Medical Colleges in supersession of the recommendations made by us.

8. We have also considered the demand of the Dental Surgeons for parity with the Provincial Medical and Provincial Health Service Officers. But considering the differences in the duration of the medical and dental courses and the scope and the content of the two courses, we recommend for Dental Surgeons the revised pay scale of Rs.500-1,000. Government, however, in the letter no. 1571/Medical-IV-D-17/61, dated October 25, 1972, suggested that the Pay Commission may consider grant of a selection grade and post-graduate pay for them. In view of stagnation in this service we accordingly recommended a selection grade of Rs.550-1,200 for five posts of Dental Surgeons out of the existing 44, i.e. roughly 11 per cent posts. Our recommendations regarding post-graduate pay may be found in the relevant chapter.

9. In the Family Planning Wing of the Medical and Public Health Department, there are about 75 posts of Projectionists. These are in two scales of pay. Those who are High School and possess job training or experience have been allowed a scale of Rs.100-160 while those who are Junior High School and possess job experience get a scale of Rs.80-140. Besides, the above there are seven posts of Projectionist-cum-Driver. Their scale is also Rs.80-140 and the prescribed qualification is Junior High School. The Projectionists have represented that those who are in the scale of Rs.80-140 should also get on revision of their scale of pay, a scale which may be equivalent to the revised scale of pay of Rs.100-160. Their contention is that for their job, the stress should not be on the educational qualification but on the job and the experience, and that, what should really count is the length of experience as Projectionist. We feel that in future, Government may like to fill the post of the Projectionist only by those who possess the minimum qualification of High School plus job experience. At the same time we would suggest that those who have already been recruited with the lower educational qualifications, may be treated as equivalent to High School, if after entry into service they have put in at least seven years of service as Projectionist. While revision of the scale of pay of those Projectionists who are at present in the scale of Rs.100-160 would be Rs.200-320 on the normal pattern of revision, those who are at present in the scale of Rs.80-140 may also be considered by the Government for the scale of pay of Rs.200-320 in the light of the above.

10. In view of the very responsible and arduous nature of duties attached to the post of Public Analyst to Government whose present scale is Rs.600-1,250, we recommended for him a higher revised scale of Rs.900-50-1,600 but for the Assistant Public Analysts in the scale of Rs.300-900, we have revised their scale to Rs.550-30-700-40-900-50-1,200, as we have done for other similar posts.

11. We have not found sufficient force in the plea for parity in the scale of pay between the Director of Ayurvedic and Unani Services and the Director of Medical and Health Services. The latter obviously is one of the major head:

of departments, controlling a number of State Services and other technical personnel and numerous special schemes. The existing scale of pay of the Director of Ayurvedic and Unani Services is Rs.1,000—1,500 whose revised scale according to our normal pattern comes to Rs.1,150—1,700. But we feel that on account of the growing size of Ayurvedic and Unani Services this post needs upgradation. We, accordingly, recommend for this post a revised pay-scale of Rs.1,200—50—1,500—60—1,800.

12. In devising the new pay structure for the aided Ayurvedic and Unani Colleges, we have kept in view the present emoluments of the teaching and non-teaching staff and kept the same set of principles in view as have been adopted for the employees of local bodies and other aided educational and technical institutions.

The list of pay-scales showing efficiency bars is enclosed with this Chapter.

13. We have recommended slightly higher pay-scales for the following other posts in view of the qualifications prescribed for them and the nature of their duties and responsibilities :

Designation	Existing pay-scale	Scale to which entitled according to general pattern	Pay-scale recommended
1	2	3	4
	R s.	Rs.	Rs.
1. Entomological Assistant (Malaria unit)	200—450	350—700	400—750
2. Technical Officer (State Health Education Bureau).	200—400	350—700	450—850
3. Theatre Supervisor (Nursing Services) .. .. .	200—300	350—500	400—550
4. Chief Sanitary Inspector (Health Services) .. .. .	175—300	300—500	400—550
5. Para-Medical Assistant (Health Services) .. .. .	120—220	230—380	250—425
6. X-Ray Technician (Government Medical Colleges and K. G. Medical College and Government Hospitals)	120—220	230—380	250—425
7. Para-Medical Worker (Venereal Diseases).	75—140 (Omitted by P. R. C.)	185—265	200—320
8. Fitter Grade I (State Health Transport organization) ..	75—115	175—250	185—265
9. Nursing Assistant (Epidemiology)	60—80	170—225	175—250
10. Dai (Maternity and Child Welfare and also National Homeopathic Medical College) ..	55—57	165—215	170—225
11. Superior Field Worker (Malaria Unit)	55—75	165—215	170—225
12. Fitter Grade II (State Health Transport Organisation) ..	55—75	165—215	170—225
13. Artisan Grade IV (State Health Transport Organization) ..	55—75	165—215	170—225



Designation	Existing pay scale	Scale to which entitled according to general pattern	Pay scale recommended
1	2	3	4
	Rs.	Rs.	Rs.
14. Refractionist (Gandhi Memorial and Associated Hospitals) ..	200—220	230—380	550—1,200
15. Assistant Radiotherapist (Gandhi Memorial and Associated Hospitals)	200 fixed.	..	550—1,200
16. Stenographer to Principal, King George's Medical College	160—320	300—500	400—600
17. Documentalist (Library, K.G.M.C.)	110—220	230—380	250—425
18. Store-keeper (K.G.M.C.) ..	100—180 (with special pay).	230—320	230—380 (No special pay).
19. Principal, National Homeopathic Medical College, Lucknow.	600—1,250	800—1,450	900—1,600
20. Professor (Aided Ayurvedic and Unani College) ..	400—700	450—950	500—1,000
21. Demonstrator (Aided Ayurvedic and Unani Colleges) ..	175—300	280—450	350—500
22. Typist (Aided Unani Colleges) ..	50—80	170—225	175—250

14. We have recommended higher scales of pay for the following posts also because we feel that the existing scales are far too low as compared to those of identical posts in other branches of medicine :

Designation	Existing pay-scale	Scale to which entitled according to general pattern	Pay-scale recommended
1	2	3	4
	Rs.	Rs.	Rs.
1. Resident Medical Officer (Leprosy Hospital) ..	175—300	300—500	350—500
2. Regional Officer (Inspectorate of Ayurvedic and Unani Medicines)	250—750	450—950	550—1,200
3. Medical Officer (Ayurvedic and Unani Services) ..	250—750	450—950	500—1,000
4. Vaid and Hakims (Ayurvedic and Unani Services) ..	150—260	280—450	300—550
5. Lady Physician, Medical Officer Resident Medical Officer (National Homeopathic College, Lucknow)	175—300	300—500	400—750
6. Medical Officer (Integrated Government Homeopathic Medical College) ..	150—260	280—450	300—550
7. Compounder, National Homeopathic Medical College, Lucknow ..	65—90	170—225	200—320

15. The Entomological Assistants of the Malaria Unit were in the scale of pay of Rs.200-150 before April 1, 1965. This was also the scale admissible to the Assistant Entomologists of the Filaria Unit. The Uttar Pradesh Pay Rationalization Committee did not revise the scale of the former, but revised the scale of the latter to Rs.225-500. We have brought at par the Entomological Assistants of Malaria Unit with the Assistant Entomologists of Filaria Unit on the recommendations of the Director of Medical and Health Services and also because of the fact that the pay scales for these posts were identical before 1965. We, however, suggest that the prescribed minimum qualification for this post may also be raised to M. Sc. like that for Assistant Entomologists. Similarly we have recommended a higher scale of pay for Health Supervisors of Malaria Units because their scales of pay were not revised by the Pay Rationalization Committee in 1965.

16. As regards the post of Technical Officer in the State Health Education Bureau, which carries a gazetted status and a scale of pay of Rs.200-400, we are informed that the minimum educational qualification required for appointment to this post is a post-graduate degree in Education with Audio-Visual Aids as a major subject or Bachelor degree or diploma with Audio-Visual Aids as one of the subjects. The post is stated to be within the purview of the Public Service Commission. With regard to the duties entrusted to the incumbent of the post, it has been brought to our notice that the same consist of preparation of audio-visual aids and training of different categories of Health personnel in their use and taking into consideration the nature of duties, etc., we find that the post should more appropriately be grouped with the posts of New Officer, Films Officer, Publicity Officer, etc. of the Information Department and given a higher scale of pay. Accordingly, we have recommended for this post the scale of pay of Rs.450-25-700-30-850 instead of that of Rs.350-15-500-20-600-25-700, which would have been admissible for it under the normal pattern devised by us.

17. We have also found that the following posts carry scales of pay higher than those warranted by the qualifications prescribed for the posts and the nature of their duties and responsibilities. We, therefore, recommend that they should carry somewhat lower scales of pay as shown below :

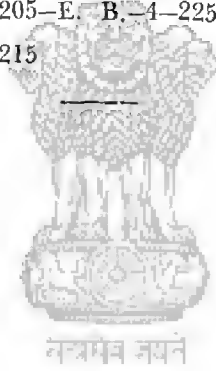
Designation	Existing pay-scale	Scale to which entitled according to general pattern	Pay-scale recommended
1	2	3	4
	Rs.	Rs.	Rs.
1. Masseur (K. G. M. C.)	250-750 (Personal).	450-950	450-850
2. Staff Nurse (Untrained) (Aided Ayurvedic Colleges)	.. 150-250	220-400	195-315
3. Steward (Aided Ayurvedic and Unani Colleges)	.. 100-180	195-315	180-260

18. As for the scales of pay of the ministerial staff engaged in the Directorates of different branches of medicine, we recommend for them the same scales as we have done for their counterparts working in the offices of other heads of departments or offices.

19. The scales of pay recommended by us for the various categories of posts dealt above are given in Part II of our Report.

**PROPOSED PAY SCALES FOR AIDED AYURVEDIC AND  
UNANI COLLEGES**

- |   |            |
|---|------------|
| 1. 800-40-1,000-E. B.-50-1,400                      | (13 years) |
| 2. 730-40-850-E. B.-50-1,200                        | (10 years) |
| 3. 500-25-650-E. B.-30-800-E. B.-50-1,000           | (14 years) |
| 4. 450-25-650-E. B.-30-800-E. B.-50-950             | (16 years) |
| 5. 450-25-700-E. B.-50-850                          | (13 years) |
| 6. 450-25-700-E. B.-30-850                          | (15 years) |
| 7. 400-15-475-E. B.-20-575-E. B.-25-750             | (17 years) |
| 8. 350-15-500-E. B.-20-600-E. B.-25-700             | (19 years) |
| 9. 350-15-425-E. B.-15-500                          | (10 years) |
| 10. 280-8-320-E. B.-9-410-E. B.-10-450              | (19 years) |
| 11. 220-6-250-E. B.-8-290-E. B.-10-340-E. B.-12-400 | (20 years) |
| 12. 210-6-270-E. B.-8-310-E. B.-10-360              | (20 years) |
| 13. 195-5-220-E. B.-6-280-E. B.-7-315               | (20 years) |
| 14. 180-3-210-E. B.-4-230-E. B.-6-260               | (20 years) |
| 15. 175-3-205-E. B.-4-225-E. B.-5-250               | (20 years) |
| 16. 170-2-190-E. B.-3-205-E. B.-4-225               | (20 years) |
| 17. 165-2-185-E. B.-3-215                           | (20 years) |



## 14. HOME DEPARTMENT

### (a) Police Organization

The Uttar Pradesh Police is headed by an Inspector General of Police. The main branches of the Police Force are the regular Civil and Armed Police force responsible for maintaining law and order, the Fire Service which is responsible for protection of property and life from fire and other rescue operations, and the Radio Section which is a highly technical branch of the U. P. Police. This Radio Section plays a vital role in providing speedy communication on law and order matters and during emergencies, natural calamities and melas, etc.

The State Police Force can be divided into the following Wings or Sections :

1. Civil and Armed Police.
2. Fire Service.
3. Radio Section.
4. Motor Transport Section.
5. Police Training College.
6. Forensic Science Laboratory.
7. Chemical Examiner.
8. Pradeshia Armed Constabulary.
9. Government Railway Police.

The Civil Police has, besides the regular Police Force, a Criminal Investigation Branch, an Intelligence Branch and a Prosecution Branch.

2. In the existing administrative set up of the Police Force, the Inspector General of Police is in overall charge with his headquarters at Lucknow. He is assisted by an Additional Inspector General of Police who looks after the work of the Pradeshia Armed Constabulary, Training of officers and members of the force at the Police Training College, Moradabad and Recruit Training Centres, Anti-Dacoity Operations, Fire Services and Police Radio network, and such other matters as may be entrusted to him. In his administrative work, the Inspector General of Police is assisted by a Deputy Inspector General of Police, a Superintendent of Police and a Deputy Superintendent of Police at Police Headquarters at Allahabad. Office staff of all ranks has been provided at the headquarters to deal with all matters connected with the establishment, budget, supply of stores, maintenance of buildings and transport, etc. In order to instil a sense of discipline among the ministerial members of the Police Organization, the members of the ministerial cadre have also been encadred with effect from September 6, 1966 and given the ranks of Inspectors, Deputy Inspectors, Sub-Inspectors, Assistant Sub-Inspectors and Constables. The ministerial cadre of the Police Force comprises two sub-cadres, namely :

1. Police Headquarters cadre, and
2. District Executive Force Cadre.

The former consists of staff at the Police headquarters, Criminal Investigation Department and Intelligence Department, whereas the district cadre has in its fold, the staff of the Police Offices in the Districts as well as the Pradeshia Armed Constabulary Stores Central Police Mechanical Transport Workshop, Radio Section, Government Railway Police Headquarters and Government Railway Police Sections. The ministerial cadre is also subject to Rules and Regulations under the Police Act.

3. The Criminal Investigation Branch is supervised by a Deputy Inspector General of Police. The activities and functions of the Intelligence Branch are of a specialised nature and are supervised by a Deputy Inspector General of Police (Intelligence). There is also a Deputy Inspector General of Police to look after the matters connected with the Government Railway Police which has five sections — one each at Agra, Allahabad, Gorakhpur, Moradabad and Lucknow. The Pradeshia Armed Constabulary, which is a mobile armed

reserve, is used to supplement the District force for maintaining law and order in the event of riots, agitations, strikes, melas and visits of V. I. Ps. etc. The services of this force are utilized outside the State also when required by the Central Government. This Constabulary works under the charge of a Deputy Inspector General of Police and an Additional Deputy Inspector General of Police. The Police Training College at Moradabad imparts training to the gazetted officers and Sub-Inspectors of the Police Force. There is also another Training School at Jaitapur for training of the lower ranks of the Police personnel. The Deputy Inspector General of Police, Training—cum—Principal, Police Training College, Moradabad who is assisted by an Assistant Principal and a few Deputy Superintendents of Police and other staff, looks after the Training College at Moradabad. Unlike other Government jobs, most of the police personnel are duly trained before being entrusted with their duties. The Police has to be kept in proper trim and well-equipped to meet the challenges of the present day. There is also a provision for specialised training and refresher course at the Police Training College, Moradabad, to the Police personnel. The Assistant Public Prosecutors directly recruited are also trained at the Police Training College, Moradabad.

4. For purposes of administration, the State has been divided into ten Ranges, each under the charge of a Deputy Inspector General of Police, who is the directing, controlling and co-ordinating authority between the districts of his Range, other Ranges and the Inspector General of Police. The District Police administration is in the hands of Superintendent of Police, an officer of the Indian Police Service, who is responsible for the efficiency and discipline of the Force and assists the District Magistrate in the maintenance of law and order. There are Assistant and Deputy Superintendents of Police, Circle Inspectors, Public Prosecutors, Reserve Inspectors, Sub-Inspectors, Assistant Public Prosecutors, Assistant Sub-Inspectors, Head Constables and Constables under him. In the district itself the Deputy Superintendent of Police is put in supervisory charge of four to five police stations. In districts, the force comprises of Armed Police, Civil Police, Traffic Police, and Mounted Police of some big cities. There are six Senior Superintendents of Police in the districts of Agra, Allahabad, Kanpur, Lucknow, Meerut and Varanasi. There is a Police Hospital attached to the Police Lines in every district under the charge of an officer of the Provincial Medical Service. There is a Prosecution Branch comprising Senior Public Prosecutors, Public Prosecutors and Assistant Public Prosecutors according to the requirement of each district.

5. The total strength of Police personnel excluding officers of the Indian Police Service is as below.

Deputy Superintendents of Police	...	...	437
Inspectors	...	...	811
Inspectors (Vigilance)	...	...	37
Sub-Inspectors	...	...	5,604
Sub-Inspectors (Vigilance)	...	...	19
Assistant Sub-Inspectors	...	...	810
Head Constables	...	...	15,498
Head Constables (Vigilance)	...	...	271
Constables	...	...	90,982
Constables (Vigilance)	...	...	51

The total budgetary provision of Police administration during the year 1972-73 is of the order of Rs.32,99,48,480 (Voted) and Rs.6,000 (Charged). The corresponding figures of some of the previous years were as below :

Year	Voted	Charged
1	2	3
	Rs.	Rs.
1969-70	25,34,91,577	7,777
1970-71	27,06,39,078	45
1971-72	28,60,52,400	6,000

6. The existing pay structure of the Police personnel in this State is based on the orders contained in G. O. No. 4266/VIII-A-1965, dated May 28, 1966, on the recommendations of a Special Committee appointed for the purpose. This is so, because the pay scales of the police personnel had been revised with effect from January 1, 1962 on the recommendation of the Police Commission, 1960-61. The Pay Rationalization Committee did not therefore, consider the pay-scales of the Police personnel for the purpose of revision of pays in 1965. The aforesaid Special Committee was, therefore, set up later on to propose revised scales of pay for the police personnel which, as stated above, came into force with effect from April 1, 1966. The U. P. Police Commission, 1970-71 also recommended revised pay-scales for the non-gazetted staff of the police department, but these have not been enforced so far by the Government.

7. The pay-scales of non-gazetted police personnel with effect from January 1, 1962, April 1, 1966 and as proposed by the U. P. Police Commission, 1970-71, are as under :

Name of the post	With effect from January 1, 1962	With effect from April 1, 1966	As proposed by the U. P. Police Commission
1	2	3	4
	Rs.	Rs.	Rs.
1. Circle Inspector of Police	200—400	225—500	350—650
2. Sub-Inspector of Police	150—250	175—300	225—500
3. Head Constables	65—90	95—140 with a start of Rs. 98.	120—220
4. Constables	45—70	75—110	100—160

The post of Assistant Sub-Inspector was created after implementation of the recommendations of the Special Committee and a scale of Rs. 100—200, with a starting salary of Rs. 120 was allowed by the Government for this post.

8. We have discussed the revision of pay-scales of Deputy Superintendents of Police, who are members of the U. P. Police Service, in the chapter relating to State Services. In this Chapter we are, therefore, confining ourselves to the examination of the demands of non-gazetted members of the Police Force. The various Service Associations connected with the Police Force made the following demands in connection with the revision of their pay-scales :

**(1) Ad hoc Committee of the Police Ministerial Staff Association**

The Association in its memorandum stated that the new police ministerial cadre can be equated with the ministerial employees in the army headquarters. It demanded that the members of the ministerial police cadre should be given the same scales of pay as were or as might be allowed to the Inspectors, Sub-Inspectors, Assistant Sub-Inspectors and Constables of other wings of the Police Force. The Committee particularly pointed out the existing anomalies in regard to the pay scales and observed that a constable of the ministerial cadre with the minimum qualifications of Intermediate was allowed a fixed pay of Rs. 80 p.m. and suggested that the members of the Ministerial Service should be given outright the pay scale which might be proposed for Sub-Inspector of Police. The Committee also pointed out that in the ministerial cadre the Deputy Inspector, Ministerial, puts on the rank-badge of an Inspector and, therefore, the designation of this post should be changed to that of an Inspector. It also observed that the existing post of Inspector (Ministerial) should be upgraded to that of Deputy Superintendent of Police and avenues of promotion of the members of the ministerial staff might be enlarged.

**(2) U. P. Criminal Investigation Department (Ministerial) Staff Association**

This Association has re-iterated the same set of demands as have been made by the members of the Federation of Ministerial Staff Service Association. The pay scales proposed by the Federation are :

Name of the post	Existing scale	Proposed scale
1	2	3
	Rs.	Rs.
1. Routine Grade Assistant ..	100—180	325—585
2. Noter and Drafter and Junior Noter and Drafter.	140—280 } 120—220 }	425—750
3. Assistant Section I/c Head Clerk, Head Assistant.	160—320 } 220—450 }	550—850
4. Stenographer	120—250 } 160—320 }	425—750

**(3) Librarian-cum-Curator, Police Training College**

The Librarian has demanded a revised pay-scale equivalent to the existing scale of Rs.150—350.

**(4) Ministerial Staff Association, Government Railway, Gorakhpur**

This Association has demanded that the pay-scales of the Ministerial Staff of the Government Railway Police Headquarters should be the same as those of the Ministerial Staff at the Police Headquarters.

The Inspector General of Police proposed the following pay-scales for the various ranks :

	Rs.
Constable ... ..	125—250
Head Constables ... ..	150—300
Assistant Sub-Inspector (including members of ministerial cadre) ... ..	200—400
Sub-Inspector (including ministerial cadre) ... ..	250—550
Inspector (including members of the ministerial cadre) ... ..	400—750
Assistant Public Prosecutor ... ..	350—650
Public Prosecutor ... ..	400—900.

It was also recommended that the pay-scales of Fire-man, Leading Fireman, Fire Station Second Officer, and Fire Station Officer should correspond to the proposed scales of pay of Constables, Head Constables, Sub-Inspectors and Police Inspectors respectively. Besides the pay-scales mentioned above, proposals for revision of the scales of pay of various posts under radio section and a large variety of other posts were also received and it is not possible to mention all of them in this Report.

9. In the course of his evidence before the Commission, the Inspector General of Police stated that the police personnel, unlike other Government servants have to attend to their work during day and night and it was necessary to prescribe attractive pay-scales for them to get efficient and talented persons for the police service. He also stated that it would be proper to equate the pay-scale of Inspectors of Police with the Tahsildars. He also mentioned about the arduous nature of duties of the members of the Pradeshia Armed Constabulary Force and recommended that a fixed allowance of Rs.30 per month should be allowed to the members of this force. He also reiterated that in view of the undertaking given to the ministerial staff of Police Force and to ensure discipline and avoid strikes, it was necessary to keep their pay-scales at par with the members of the Police Force. In the course of his evidence before us the Special Secretary, Home Police Department particularly mentioned the necessity of upgrading the pay of the State Radio Officer and Assistant Radio Officer.

10. We have given careful thought to the demands of the members of various service associations of the Police Department and to the recommendations of the Inspector General of Police, Police Headquarters and the Deputy Inspector General of Police, Government Railway Police, etc. We have also in our minds the nature and extent of duties entrusted to the members of the Police Force and the problems which they have to face. At the same time we have kept in view the expenditure on Police Administration which has to be incurred on account of increase in population and consequent increase in crime in the State. On a totality of all considerations, we have recommended a suitable pay-scale for different category of employees in the Police Force in Part II of our Report. The scales proposed by us are on the general pattern of pay-scales recommended by us for various existing pay-scales except in a few cases, where higher revised scales have been proposed for the reasons indicate below :

(1) *Sub-Inspectors of Police of all categories*

The existing pay-scale of all categories of Sub-Inspectors, excluding the Sub-Inspectors of Police (Ministerial cadre) of different grades is Rs.175-300. The U. P. Police Commission 1970-71 has recommended a pay-scale of Rs.225-500 for them but on our general pattern of pay revision, a revised pay-scale for the existing scale of Rs.175-300 would be Rs.300-500. We have, however, proposed a scale of Rs.300-550, for the Sub-Inspectors of Police having due regard to the arduous and hazardous nature of their duties and responsibilities. This higher pay revision would also apply to the Platoon Commander, Pradeshiya Armed Constabulary and Fire Station Second Officer.

(2) *Chemical Examiner and Serologist to Government*

The existing scale of pay of this post is Rs.600-1,250. According to our general pattern of pay revision, the revised scale of pay of this post should have been Rs.800-1,450. But we have proposed a revised pay-scale of this post as Rs.900-1,600 in consideration of the fact that the officer concerned has to analyse the exhibits in medico legal and in excise cases, etc., i.e., exhibits pertaining to the cases of murders, poisoning of blood, rape and un-natural offences, requiring forensic chemical and biological analysis, sent by Courts of Uttar Pradesh, Himanchal Pradesh, Madhya Pradesh, Defence and other Central Government Departments. The work of this post is of a highly technical responsible and confidential nature. We, therefore, feel that in order to attract the right type of persons and to keep them above temptation, the pay of this post should be higher. In some other States, the posts of the Chemical Examiner and Director of Forensic Science Laboratories carry better scales of pay.

(3) *Assistant Chemical Examiner and Assistant Chemical Examiner, Serology*

The existing scale of this post is Rs.250-600. The scale to scale revision of the scales of pay of these posts would have been Rs.450-850, but we have recommended a higher scale of Rs.450-950 for these posts for the same reasons for which we have recommended a higher pay-scale for Chemical Examiner and Serologist to Government.

In their memoranda, the Service Associations and the Inspector General of Police had also made suggestions for the grant of enhancement of special pays to the various categories of posts in the Police Department. We have examined this question separately in our Chapter on the subject.

It was urged by the members of the Ministerial cadre of the Police Force and the Inspector General of Police that after their encadrement they should be treated at par with the members of the regular Police Force in the matter of pay-scales. We have given a careful thought to this demand, but we feel that despite their encadrement they continue to perform primarily ministerial jobs and are not open to the same degree of risks and hazards as the members of regular Police Force. We have proposed their pay-scales in the light of the above and keeping in view their day-to-day duties and responsibilities qualifications, mode of recruitment etc.

(b) *Vigilance Commission and the Administrative Tribunal, Uttar Pradesh*

The Chairman of the Vigilance Commission is a member of the Indian Administrative Service, and the members of the Administrative Tribunal are officers drawn from the Indian Administrative Service cadre and the Higher



Judicial Service. There are also the members of the Police Force in the Commission about whom a recommendation has already been made in the chapter dealing with the Police Department. We have also made our recommendations regarding the members of the Higher Judicial Service in the chapter relating to State Services. The only posts in this Commission for whom a separate recommendation is required are the posts in the ministerial cadre. The main demand of the ministerial staff, which was also supported by the Chairman, Vigilance Commission, was that they should be given parity with the members of the ministerial staff of the Board of Revenue. The main argument put forth in support of this demand was that when this department was created the pay-scales of various posts were at par with the members of the ministerial staff in the Board of Revenue. The Chairman, Vigilance Commission observed that considering the trying and arduous nature of duties of the ministerial employees who are mostly on deputation from other departments, they should be given special pays so that capable officials from other departments might be willing to come over to this department. It was stated that the Vigilance Department is required to conduct inquiries and proceedings in corruption cases and in persons of high integrity, character, experience and capability are required to man the ministerial posts in the Commission's Office.

2. We have given careful thought to the demands and recommendations of the Chairman and have proposed suitable pay-scales for ministerial employees of this office which are on the general pattern of the revised scales recommended by us for various existing scales of pay. We are unable to allow parity in the scales of pay to the ministerial employees of this office with the ministerial employees of the office of the Board of Revenue, in view of the vast disparity in the size, nature of duties and responsibilities and budget provision, etc., of the two establishments. The scales proposed by us will be found in Part II of the Report.

#### (c) Directorate of Vigilance

There is also a Directorate of Vigilance for investigation work in which almost all the staff is drawn from the Police and other Government departments. The Director in his evidence before us stated that the investigation of cases, many of which went up before the Administrative Tribunal was a very responsible and onerous task. He stated that the nature of their work was similar to that of the Central Bureau of Investigation or Criminal Investigation Department. He accordingly suggested special pays for his staff. We have considered the matter and found that while most of the posts of this Directorate are covered by our recommendations made for other departments, there are a few ministerial posts, incumbents on which are not drawn on deputation. For these posts we have recommended revised pay-scales in accordance with the general pattern of scales of pay formulated by us. The revised scales of pay proposed by us would be found in Part II of this report. Our recommendations about the special pays would be found in the relevant chapter.

#### (d) Civil Defence Organization

The Director, Civil Defence is an Indian Police Service Officer and so are the Deputy Directors, Civil Defence and Additional Senior Staff Officer. The Junior Staff Officer is a member of the U. P. Police Service. The Principal, Civil Defence College is a member of the Uttar Pradesh Civil (Executive branch) Service. We have already made our recommendations regarding State Service Officers of the Uttar Pradesh Police and Uttar Pradesh Civil (Executive) Service elsewhere and no specific recommendations are required for the officers of this service, presently posted in the Civil Defence Organization. Similarly, no separate recommendations are required for the post of Deputy Director, Medical and Chief Fire Officer who are members of the Provincial Medical Service and State Police (Fire Service) respectively. We are not concerned with the members of the Indian Police Service who are serving in this Organization.

2. The Civil Defence Organization was organized with the object of tonning up the morale of the public in the event of warfare and air attacks, and to organize the civil population for its own defence in such emergencies. There is no Association or Union of the employees of the Civil Defence Department, but some Officers Incharge have submitted their memoranda seeking

revision of their emoluments. The main demand of the Officers Incharge, Civil Defence, was that they should be given parity with the Police Inspector in consideration of the fact that they are all graduates, their duties are arduous and they have no avenues for promotion. Their case was generally supported by the Director, Civil Defence also in his evidence before us.

3. We have given careful consideration to the above demand and the views of the Director, and have proposed suitable pay-scales for various categories of employees on the general pattern of our suggestion of the revision of the existing pay-scales of Government employees except in case of Officers Incharge, Civil Defence, for whom revised scale of Rs.300-550 has been proposed instead of revised equivalent scale of Rs.280-450 in consideration of their responsibilities, qualifications and the mode of recruitment. We have also thought over the problem of lack of opportunity of promotion for these officers and have, therefore, recommended a selection grade of Rs.400-750 equal to 10 per cent of posts in the cadre of Officer-in-Charge, Civil Defence. Details of existing posts and our proposals are given in Part II of our Report.

#### (c) Home Guard Organization

The Uttar Pradesh Home Guards Act, 1963, provides for the constitution of a Home Guards Force in the State. The Scheme is in vogue both in urban and rural areas of the State. The main object of the organization is to have a trained and disciplined force to serve as an auxiliary to the Police Force and to help in the maintenance of internal security and to afford assistance to the general public in the event of air raids, fires, floods and other emergencies, and to function as an essential service in an emergency. The organization is headed by a Commandant General, Home Guards and Prantiya Rakshak Dal, who is an officer of the rank of Inspector General of Police. The Prantiya Rakshak Dal wing of the organization has however, been recently separated and it has now been placed under the control of Director of Panchayat Raj with the new nomenclature of Prantiya Vikas Dal. The Home Guards Organization, however, continues to be the second line of defence. It is understood that the Home Guards Organization is being reorganized on All-India basis. The main features of the proposed reorganization would be replacement of the existing honorary cadres with the regular posts in time scale. The Government of India meets 50 per cent of the expenditure on the Home Guards Organization.

2. The main demand of the representatives of the Home Guards Organization was that they should be allowed parity in the pay scale with the members of the Police Force, on the ground that their workload and the nature of duties was similar. Similar demands were made on behalf of the Ministerial staff of the Home Guards Organisation. The above demands were supported by the Commandant General Home Guards. In the course of his oral evidence before us, the Commandant General Home Guards stated that the pay scales of the employees of the Home Guards Organization should be at par at all levels and in case of all categories of employees with the staff of the Police Department of comparable category. He stated that this was also the recommendation of the Government of India in the reorganised pattern of the organization and that in the reorganized set up the scales of pay allowed to the members of the Home Guards Organization were almost the same which are admissible to the police personnel. He also recommended that the pay scales of the ministerial employees should be at par with the employees of ministerial staff of the Police Headquarters. He stated that the pay scales of Home Guards personnel in other States were better. He observed that the implementation of the suggestions made by him will not be difficult in view of the fact that 50 per cent of the expenditure on this organization is made by the Government of India.

3. We have considered the recommendations and demands discussed above. We have also taken note of the proposed reorganization of the Home Guards Organization, but since sufficient data to clearly indicate the shape of reorganization has not been furnished to us, we have thought it proper to recommend revision of the existing scales in most cases on the basis of existing scales without upgrading or downgrading any particular post. The revised scales of pay proposed for various posts in the Home Guards Organization will be found in Part II of the Report.

## (f) Home (Jails) Department

The Head of the Jails Department is designated as Inspector General of Prisons. He is assisted by two Deputy Inspectors General of Prisons, a Director of Jail Industries and his Personal Assistant.

2. The representatives of Jails Employees Association have stated that there are at present about 3,500 warders and a number of other categories of employees, who are normally cut off from populated areas as they have to reside near Jail premises. Consequently the education of their children suffers and as such they should be compensated for it so that they may make proper arrangements for them. According to them, Jail Warders are like any other armed force but they are treated as civilians in the matter of pay scales and other benefits. They have demanded that direct recruitment should be made on the posts of Assistant Jailor only and the posts of Deputy Jailor should be filled by promotion of Assistant Jailors. According to them, the existing disparity in the pay scales of trained and untrained teachers should be removed and their pay scales should be brought at par with the teachers of Government Normal Schools and the Extension teachers. They have also demanded complete parity with the employees of the same categories in the Police Department except in the case of Accountants of the Jail Department, who according to them, are better qualified than the Accountants of the Police Department, and should, therefore, be in higher pay scale than the latter.

3. In reply to the questionnaire issued by us, the Inspector General of Prisons stated, among other things, that the pay scales of similar categories of posts, viz., Heads of the Departments and Deputy Heads of Departments in all the departments, should be uniform. He also pleaded for parity in the pay scales of Guards in the Prison with those of the Police Personnel. For the ministerial employees of his office, he recommended parity with the employees of the Secretariat, and suggested the following scales of pay for different, principal categories of employees of the Jail Department :

Name of the post	Existing pay scale	Proposed pay scale
1	2	3
	Rs.	Rs.
1. Inspector General of Prisons	1,600—1,800	2,000—2,300
2. Deputy Inspector General of Prisons ..	750—1,400	1,600—1,800
3. Director of Jail Industries	650—1,250	750—1,400
4. Superintendent Central and Model Jails		
5. Principal, Jail Training Schools, Lucknow .. ..		
6. All existing posts in Class II and Subordinate Gazetted Services ..	300—900 } 250—750 }	450—1,000
7. Personal Assistant to Inspector General, Deputy Superintendent, Central Jails, Clinical Psychologist, Lecturers and Vice-Principal, Jail Training School.	400—500 } 250—550 } 225—500 }	600—900
8. Jailor, Office Superintendent, Auditor, Foreman, Tractor Workshop, Manager Jail Depot .. ..	225—500 } 350—450 } 200—450 } 250—350 }	500—750
9. Assistant Jailor, Head Warder, (Selection Grade) .. ..	120—250 } 80—140 }	250—450
10. Head Warder .. ..	75—115	225—350
11. Warder .. ..	65—90	200—300

He made similar recommendations for categories of employees.

4. In the course of his evidence before us, the Inspector General of Prisons stated that the duties and responsibilities of Warders and other Jail staff are much more arduous than those of Constables and Sub-Inspectors of the Police Department and therefore, the pay scales of Jail employees should be at par with those of the Police personnel. He was of the view that in case a departmental officer is appointed as Inspector General of Prisons, he should be equated in the matter of pay with other Heads of the Departments. He also pleaded for parity in the scales of pay of different categories of Instructors of various industries in Jails and similar Instructors of other departments. He also demanded that the pay scale of the Deputy Inspector General of Prisons should be at par with the U. P. Civil (Executive Branch) Service Officers in the selection grade of Rs.1,300-1,600.

5. We have considered the demands and the recommendations discussed above, with due regard to the qualifications, mode of recruitment, nature of duties and extent of responsibilities of different categories of Jail employees and have recommended suitable revised pay scales for them. We find that there are at present about 22 posts of Officers of the Jail Department in the scale of pay of Rs.800-900, which would now be, according to our recommendations, in the scale of Rs.550-1,200. The incumbents of these posts can aspire to get in their turn one or the other of the 10 posts which exist in the senior scale of Rs.600-1,250 and for which we have proposed the scale of Rs.800-1,450. Beyond this promotion, two posts of Deputy Inspector General will also be available to the members of this Service. We feel, that, as compared to some other departments, the opportunities for promotion in this Department are quite adequate. Most of our recommendations, which are contained in Part II of this Report, are based on the existing pay-scales and emoluments of the Jail employees, except in a few cases of the Instructors mentioned against item numbers 45 to 59 and 61 of the list relating to Jail Department in Part II, for whom higher scales of pay have also been recommended on the condition that they are qualified for appointment to the posts carrying higher scales. We think that qualified and well paid Instructors will play an important role in the development of various Industries in Jails and the convicts trained properly through them would be able to earn their livelihood from their own efforts when they are set free. We have also proposed higher scale of pay for the post of Deputy Jailor and Sanitary Inspector, in view of the qualifications, mode of recruitment, duties and responsibilities attached to these posts.

नमो भगवते वासुदेवाय

## 15. PLANNING DEPARTMENT

(a) The Planning Department is headed by the Commissioner-cum-Secretary, Planning, who along with the Planning Wing of the Secretariat, has administrative Control on the Directorate of Economic Intelligence and Statistics, Planning Research and Action Institute, Directorate of Evaluation and other newly created wings of the State Planning Institute. Besides, the administration of the Units attached to it, the Department deals with the policy regarding the development of State Economy and preparation and co-ordination of the Five Year and Annual Plans within a frame work of long term perspective; their follow-up action and evaluation. The Planning Department is mainly responsible for laying down sectoral priorities, and important physical targets to be achieved and for allocating the available resources among different departments. It also functions as the Secretariat of the State Planning Commission. After the Plans are formulated with the approval of this department and the Planning Commission, the departments concerned have to take action for getting their schemes included in the budget with the approval of the Finance Department and then implement the schemes. This Department is also expected to review constantly, the progress of implementation of the schemes and to help in removing difficulties and inter-departmental problems and also to ensure inter-departmental co-ordination. In addition to normal Secretariat staff, there are two Research Officers, in the scale of pay of Rs.300-900 and four Research Assistants in the scale of Rs.225-500, one Assistant Statistician in the scale of Rs.200-400, one Compiler in the scale of Rs.120-250 and one Junior Investigator in the scale of Rs.100-180. The post of Research Officers and Research Assistants are filled directly through the Public Service Commission. Recruitment to the remaining posts is made directly by the Secretary, Planning. The Research Officer demanded the scale of Rs.700-1,400 for these posts with a selection grade of Rs.900-1,800 for one of them. No sound justification has been given in support of the demand.

2. The task of the Planning Department has increased in magnitude and complexity, particularly from the Third Plan period. It has been increasingly associated with Economic Studies of a higher nature and called upon to take up special programmes of development of backward regions. In November, 1971, a State Planning Institute was established in the existing organisation with Economics and Statistics, Planning Research and Action, and Evaluation and Training as three Divisions. And in addition three new Divisions, viz. Man-Power Division, Perspective Planning Division and Area Planning Division have been created under this Department to deal with the sectoral plans of various departments, progress reports, co-ordination of Plans, matters relating to the sectoral assistance and financial resources for the Plan and planning for under-developed areas. Each Division is under the charge of a Joint Director in the pay scales of Rs.750-1,400. Besides, there are five Senior Research Officers in the scale of Rs.600-1,250, 11 Research Officers in the scale of Rs.300-900, nineteen Research Assistants in the scale of Rs.225-500, six Statistical Assistants in the scale of Rs.200-400, twelve Compilers in the scale of Rs.120-250 and 40 other non-technical hands. All these posts have been created recently and some of them have not yet been filled. No specific comments or views have been received regarding the revision of pay scales of these newly created posts. The present scales of these posts have also been revised. The proposed scale of various posts of the Planning Department are given in Part II of the Report.

We suggest that the recruitment of the post of Assistant Statistician may be made through the Public Service Commission, and the post included in the cadre of the Statistical Assistants of the Economic Intelligence and Statistics Division. The posts of Compiler may also be filled by taking suitable hands from this Division.

### (b) Economics and Statistics Division

It plays an important role in the present era of planned development by furnishing the State Government with reliable, and scientifically processed data on various socio-economic aspects of the State economy, and thereby enabling the administration to evolve appropriate economic policies. It is

concerned with the collection, compilation and analysis of both the development and non-development statistics. The development statistics include the evaluation for the achievements of various plan schemes which are being executed through the community development programmes, and also assisting the State Planning Department in the formulation of State Perspective and Five Year Plans. The non-development statistics cover the collection of various types of family consumption data, employment and unemployment statistics, crop area statistics through socio-economic and land utilization surveys, collection of prices, estimation of State income and co-ordination of various types of statistics collected by other departments.

2. The largest concentration of Statistical staff, both gazetted and non-gazetted, exists in this department although in other Departments like Agriculture, Forest, Co-operative Training and Employment Labour, etc. small statistical cells exist for collection and compilation of data specifically required by them.

3. The Director of Economic Intelligence and Statistics is assisted in the technical work by two Deputy Directors, three Assistant Directors, some Statistics Officers and a Chief Graph Artist (all gazetted ranks) and some non-gazetted staff such as Senior Investigators, Statistical Assistants and Investigator-cum-Computers. Besides, one Deputy Director of the Provincial Civil Service and other ministerial staff is also posted at the Headquarters to help the Director in administrative matters.

4. In each district there is a Statistics Officer, who is responsible for the collection and compilation of data and field surveys in the district. He helps the additional District Magistrate (Planning)/District Planning Officer in the Planning work under general supervision of the District Officer. The Statistics Officer is assisted by Statistical Assistants, Investigator-cum-Computers and other clerical staff.

5. For each Block, there is one post of Progress Assistant who functions under the administrative control of the Block Development Officer and for technical control of the Statistics Officer. His job is to maintain statistics relating to the various development departments in the Block and to check the veracity of the figures reported by the field staff by making spot-inspections.

6. The technical gazetted officers in the Department are -- one Director (Rs.1,300-1,600), two Deputy Directors (Rs.600-1,250) three Assistant Directors (Rs.400-1000), 65 Statistics Officers (Rs.300-900) and one Chief Graph Artist (Rs.225-500). Besides, there is one post of Statistical Superintendent (Rs.350-650), which is at present in abeyance. The post of Director one of the three posts of Assistant Director (which was known as Statistician prior to October 18, 1967) and the posts of Statistics Officers are included in the permanent cadre of the U. P. Economic Intelligence Service. The relevant Service Rules provide for direct recruitment to the posts of Director, Statistician (now designated as Assistant Director) and 50 per cent of the posts of Statistics Officers, through the Public Service Commission. As per information furnished by the Director of Economic Intelligence and Statistics, 50 per cent of the posts of Assistant Director and Deputy Director are filled by direct recruitment through the Public Service Commission and the rest by promotion.

7. The Association of gazetted officers of the Directorate has urged that there is practically no avenues of promotion for Statistics Officers and other Officers of the department as only two posts viz. one post of Deputy Director and one post of Assistant Director are available for promotion to Statistics Officers. They have claimed that all the six higher posts (viz. three Assistant Directors, two Deputy Directors and one Director) should be filled by promotion. Since the number of higher posts is only six which is not even 10 per cent of the total number of posts of Statistics Officers, the Service Association has demanded that 30 per cent of the Statistics Officers should be given a selection grade equivalent to the revised scale of Rs.400-1,000. The Director has also recommended a selection grade of Rs.600-1,300 for 25 per cent of these posts. The Association has also urged that, as Assistant Directors supervise the work of Statistics Officers, and one of the posts of Assistant Directors is filled by promotion from amongst the Statistics Officers whose scales of pay is Rs.300-900, the present scale of the post of Assistant Director

viz. Rs.400—1,000 is not attractive and is comparatively very low, and, therefore, the Association demanded that all the three posts of Assistant Directors should be in the scale equivalent to that recommended for the posts of the Deputy Director.

8. We find that the existing avenues of promotion for Statistics Officers and Assistant Directors are very inadequate and we, therefore, propose that both the posts of Deputy Directors should be filled by promotion and 10 per cent of the permanent posts of Statistics Officers should be placed in a selection grade of Rs.650—1,300. Further, according to the existing Uttar Pradesh Economic Intelligence Service Rules, 1957, the post of Statistician, which has since been redesignated and grouped with the post of Assistant Director (Rs.400—1,000) ranks next, below the post of Director and above all other posts of the Services. This position does not apply to the remaining two posts of Assistant Directors which were previously known as Training Officers. There, however, exist two posts of Deputy Directors also in the scale of Rs.600—1,250 in the department, and although the post of statistician (now known as Assistant Director) ranks next below the post of Director according to the service Rules, the pay scale of this post of Statistician (now known as Assistant Director) is only Rs.400—1,000, which is lower than even the scale of Deputy Director. We also find that the prescribed minimum essential qualifications for recruitment to and the duties and responsibilities of the posts of Deputy Director and those of Statistician (redesignated as Assistant Director), are more or less the same. The scale of the post of Statistician (now designated as Assistant Director) deserves to be kept in the revised scale of Rs.800—1,450 as proposed for the post of the Deputy Director. We, therefore, recommend that the aforesaid post of Statistician which has now been designated as Assistant Director, should be kept separate with its original designation as Statistician so as to be in conformity with the Rules, and that the scale of pay of this post of Statistician should be Rs.800—1,450 which is the revised proposed scale for the post of Deputy Director. The revised scale of pay of the remaining posts of Assistant Directors is, however, proposed to be Rs.650—1,300.

9. There are 96 posts of Investigator-cum-Computer which include the posts previously known as Economic Intelligence Inspector in the scale of Rs.120—250. The subordinate non-gazetted Service Association has stated that the pay scale of the post of Economic Intelligence Inspectors, now known as Investigator-cum-Computer is very low. The present scale was fixed in 1947. Although the Pay Rationalization Committee had suggested a higher scale of Rs.160—320 for this post, it was not revised by the Anomaly Committee. Their job of collection of data from the sample households in rural and urban areas on a voluntary basis is very difficult, and they have to lead a very hard life in villages. They have demanded a higher scale and also 20 per cent special pay for survey work in the field. The minimum qualification prescribed for the post is Graduate with Mathematics. In view of the importance of the primary data and arduous duty and the qualifications prescribed for the post, we recommend the scale of pay of Rs.280—450 for the post of Investigator-cum-Computer and suggest that recruitment to it should be made through the Public Service Commission.

10. There are 678 posts of Progress Assistants in the scale of Rs.120—250. The Association of Progress Assistants has demanded a scale higher than that of Assistant Development Officers (A. D. O.s) and have pleaded that they not only inspect the work of Village Level Workers, but also scrutinise and check the entire Block statistics which are submitted by the Assistant Development Officers to higher officers. The Association has also demanded a selection grade of Rs.400—900 for 40 per cent of the posts, as there is no channel of promotion for them and they are working on the same post since long. The Pay Rationalization Committee had recommended the pay scale of Rs.160—280 for them as was in case of Assistant Development Officers but the Government on the recommendation of the Anomaly Committee had reduced their scale to Rs.120—250. The qualifications prescribed for the post is a graduate. Keeping that in view and their duties and the importance of development statistics in the present planning era, the pay scale for the post of Progress Assistants is recommended as Rs.280—450 which is the revised scale of Assistant Development Officers. Since there is no avenue of promotion for these Progress Assistants, we recommend a selection grade of Rs.350—500 for 10 per cent of the posts. All these posts of Progress Assistants would need to be filled through the Public Service Commission.



11. There are 12 posts of Stenographers in the pay scale of Rs.160-320. The Association of Stenographers has pleaded that there is no avenue of promotion for them and thus they have demanded two automatic selection grades during the period of their service. We propose that one post of Stenographer be allowed in the selection grade of Rs.400-20-600.

12. The scale of pay proposed for various gazetted and non-gazetted posts of this Division are given in Part II of the Report.

**(c) Planning Research and Action Institute (New Division)**

The Planning Research and Action Institute was established in 1954 as a part of Planning Department of the Secretariat. The Institute concept grew out with a view to assist and accelerate the planned development of the State by means of discovery, testing and adaptation of new ideas, techniques, and methods through observation, pilot experiment, evaluation of the field work and investigation into extent and causes of significant successes, failures and difficulties encountered by the field staff. It works independently but is linked up not only theoretically but also in practice, very closely with the Planning and Development organisation, in the field on the one hand, and forms part of the Secretariat to a certain extent on the other.

2. The above organization has been able to carry out successfully, some action-research projects in the fields of Rural Industries, Rural Health, Soil Conservation, Co-operation, Youth Work, Panchayats and Mass Communication. The successful results of some of these, after they have been fully tested, have been made available to operational agencies of Government departments and private individuals for wide scale extension. The new Division consists of various sections grouped into three Wings, viz. Pilot and Research Wing, Evaluation Wing and Mass Communication Wing.

The Director of the Division is an Officer of the Senior time scale of the Indian Administrative Service. He has under him nine Class I and one hundred fifteen Class II Gazetted Officers in addition to 458 other subordinate employees. It has been reported that Service Rules are still being framed for various categories of employees.

The officers of this Division had pleaded at the time of their evidence, that the scales of pay of Planning Research and Action Institute staff were some time ago at par with those of the Secretariat but the Pay Rationalization Committee reduced several of them, although the staff have been performing duties similar in nature to those in the Secretariat. It was further pleaded that the scales of pay of Research Officers were also reduced by the Committee, owing to which capable and experienced officers move away to other departments, and as such attractive scales for the staff working in the Research unit of the Institute were needed. The ministerial staff of the Institute also submitted a memorandum in which they stated that their pay scales too were earlier at par with the scales of the Secretariat employees, but after a lapse of 10 years their status was reduced by that Committee and their pay scales were lowered down. They therefore, requested that their scale of pay should be at par with those in the Secretariat.

Taking into consideration various demands and all relevant facts, we have proposed the scales as given in Part II of the Report. For the post of the Editor-cum-Information Officer we recommend the same scale as we have recommended for the posts of Information Officers in the Directorate of Information, i.e. Rs.450-25-700-30-850. The existing scale of the posts of Senior Economics and Intelligence Inspector, Junior Investigator and Computer is Rs.120-250. We have proposed a revised higher scale of Rs.280-450 for these posts for the same reasons as we have given a higher scale to the Progress Assistants in the Economic and Statistics Department.

**(d) Evaluation and Training Division**

It was established in 1965 in the shape of a Cell on the recommendations of a Working Group set up by the Planning Commission Government of India, and was given the status of a Directorate in the year 1969. The most important function of the Division is to look after the work of the State Evaluation Board, to evaluate the work of different Departments and also to make arrangement for training on development activities. The division's headquarters are at Lucknow. There is no subordinate office.



2. The Director of Planning Research and Action Division, is also the head of the above Division. He is assisted by a Joint Director who belongs to the Pradesh State Civil Service (Executive Branch) and functions as Head of the office. In technical work, the Director is assisted by two Senior Evaluation Officers in the scale of pay of Rs.600-1,250, one Evaluation Officer in the pay scale of Rs.400-1,000, three Junior Evaluation Officers in the scale of Rs.300-900, 25 Field Investigators in the scale of Rs.200-400 and ten compilers in the scale of Rs.120-250. There is also a supporting staff of 20 ministerial and 18 Class IV employees.

3. The Director informed us that the pay scales of the employees of the Directorate were not considered by the Pay Rationalization Committee as it was established subsequently. The pay scales were, therefore, revised by the Finance Department in 1966 and the scales of the ministerial staff were fixed at level lower than even the scales given to the District level staff, and were not even kept at par with the scales of other Departments. He had, therefore, requested the Government to revise their pay scales accordingly, but the request was turned down on the ground that the Directorate was a very small unit. The Director pleaded before the Commission that there were other Departments too, such as the Directorate of Fisheries, office of the Town and Village Planner, Directorate of Vigilance, Commissioner for Consolidation, etc. which were smaller than the Directorate of Evaluation but still the pay scales of the ministerial staff of this Directorate were lower than the scales given to the employees of those Directorates. There is no Service Association, but certain individuals belonging to the ministerial class appealed to the Commission in regard to revision of their pay-scales.

4. We recommend that the scales of pay of the ministerial staff in the Division should be at par with the corresponding posts of other Divisions. The proposed pay scales of various gazetted and non-gazetted posts are given in Part II of the Report.



## 16. (a) EXCISE DEPARTMENT

Broadly speaking, the activities of the Excise Department can be divided into three branches. These are (1) Excise Administration in general, (2) matters relating to Power Alcohol, and (3) Prohibition publicity and social uplift. Within the framework of the accepted goal of ultimate prohibition in the State, which is pursued by the third branch, the Department is, by and large, a major revenue-earning organisation, which also ensures the enforcement of the various Excise Laws. The Excise Department was reorganised in the year 1908, on the recommendations of the Indian Excise Committee of 1905, when a beginning was made with the establishment of a self-contained independent executive branch of the Department, while the Excise administration in the district continued to remain with the Collector. The department is still working more or less on the same pattern and is headed by the Excise Commissioner, who belongs to the I. A. S. He is assisted at the headquarters by a Deputy Excise Commissioner, who is a departmentally promoted officer and well versed with the technicalities of the department. The strength of other officers and other Excise Staff is 19 Assistant Excise Commissioners, One Technical Officer, 25 Superintendents, Excise, 358 Excise Inspectors, 59 Sub-Inspectors, Excise, 24 Tari Supervisors, 1,190 Excise Constables, besides ministerial and Class IV staff.

2. The State is divided into eleven regions each under the charge of an Assistant Excise Commissioner who belongs to the U. P. Excise Service in the pay scale of Rs.300-900. Besides the above preventive charges and the post of a Personal Assistant to the Excise Commissioner, four Assistant Excise Commissioners are posted at the headquarters of the Excise Commissioner to look after specialised work allotted to each of these officers and they have jurisdiction throughout U. P. in their respective branches. Three Assistant Excise Commissioners are posted in distilleries having a revenue of more than one and a half crores of rupees. The excise revenue of the Department in 1908 was Rs.83,92,638 which went up to about Rs.31 crores in 1970-71 inclusive of Sales Tax on Motor Spirit and Diesel Oil. This Department is, thus, now responsible for collecting a major share of the State revenues and with the progressive increase in revenues the need for crime prevention and prosecution of offenders has assumed much greater importance. It is felt that with appropriate reorganization of the department and better service condition of the officers and staff, there is likelihood of considerable increase in excise revenue. While making our recommendations we have kept in view these factors.

### Excise

3. The gazetted officers of the Department have put forward certain demands in respect of their posts, which are detailed below alongwith our recommendations for each :

#### (1) Deputy Excise Commissioner

The appointment on this post is made from amongst the Assistant Excise Commissioners by promotion. It has been said that the post was created in 1919 in the pay scale of Rs.1,300-1,400. This post was abolished in 1929 but revived again in 1962 and the present pay scale of the post is only Rs.600-1,250. It has been emphasized that this post should be treated like Deputy heads in other departments, e.g. Additional Labour Commissioner, Additional Registrar, Co-operative Societies, etc., and that its scale of Rs.600-1,250 is rather low and needs to be revised upward as if it were a post carrying the existing scale of Rs.750-1,400. A demand for the scale of Rs.1,500-1,800 was made which was recommended by the Head of the Department as well as by the administrative department. It is true that the officer holding this post becomes well versed in the technicalities of the department, and has to shoulder heavy responsibilities but that is because of his long standing in the department and it can be true for similar other comparable posts in other departments of the Government. We have, therefore, recommended a scale of Rs.800-1,450, as we have done for similar posts elsewhere.

(2) *Assistant Excise Commissioner*

Their present scale of pay is Rs.300–900 and they are appointed by promotion from the post of Excise Superintendents. They have demanded a scale of Rs.600–1,250 with a selection grade of Rs.700–1,400 for 20 per cent of their total posts. We do not find any justification for these demands and have, therefore, recommended the scale of Rs.550–1,200 for all the posts, as for other posts in the corresponding scale.

(3) *Technical Officer*

There is one post of Technical Officer in the scale of Rs.300–900. The post requires special knowledge of Chemistry and alcohol. The duties of the post are, however, similar to that of Assistant Excise Commissioner. The demand is for the pay-scale of Rs.600–1,250. We, however, consider that it would be proper to keep the post in the scale of Rs.550–1,200, as for Assistant Excise Commissioner.

(4) *Superintendent of Excise*

Lowest in the hierarchy of Gazetted Officers in the department are the Superintendents of Excise who belong to the subordinates gazetted cadre and function more or less at district level. They are promoted from amongst Excise Inspectors. The existing pay-scale of the Superintendents of Excise is Rs.250–550, and they have demanded Class II scale of Rs.300–900. We have considered their request and have recommended a scale of Rs.450–950 for the post.

(5) *Excise Inspector*

The U. P. Excise Inspectors Association has stated in a memorandum that an Excise Inspector during the course of inspection of excise shops, has the power to arrest and prosecute in courts of law those found guilty of violating excise laws and regulations. According to them, this is the only subordinate service in the Department to which recruitment is made through a competitive examination. Ten per cent of the posts are filled by promotion from amongst clerks, Tari Supervisors and Sub-Inspectors of Excise. The Association has demanded the scale of Rs.300–600, while the administrative department has recommended the scale of Rs.225–500 with a selection grade of Rs.500–600 for 20 per cent of the posts. The administrative department have also suggested that their scale of pay should at least be equivalent to that of Inspectors of Police. We have considered the matter and although no such comparison need be made, we have recommended a slightly higher scale of pay of Rs.325–575 for this post than what would have been otherwise admissible to this post in comparison with other equivalent posts. This has been done with a view to elevating their status and keeping in view the prescribed minimum qualifications, method of recruitment and duties attached to this post.

(6) *Sub-Inspector, Excise*

Their number is 59 and the existing scale is Rs.120–220. Their prescribed minimum qualification for recruitment is Intermediate and they are recruited through departmental competitive test. They have demanded the same scale as that of Police Sub-Inspectors, because according to them they perform the duties analogous to those of Sub-Inspectors of Police and help the Excise Inspectors. We do not feel that such a comparison is justified and we have, therefore, recommended a scale of Rs.230–380 for this post.

(7) *Tari Supervisor*

There are 24 Tari Supervisors in the pay-scale of Rs.75–115. They have demanded a pay scale of Rs.120–220 because their educational qualification is High School and 25 per cent posts are filled by promotion from amongst Excise Constables, and the remaining by direct recruitment through departmental competitive examination. They have demanded a higher scale because they have to work in the interior and have to remain on tour constantly. We have recommended a scale of Rs.185–265 for them.

(8) *U. P. Excise Commissioner's Office Ministerial Association* has demanded the same scales of pay as those of the Board of Revenue because according

to it, the duties of this staff are analogous to that of Board's office. We do not feel so and we have, therefore, recommended scales, as we have done for other offices of equivalent status.

**(b) Prohibition and Social Uplift**

Prohibition and Social Uplift Department was created in 1947 and made permanent in 1956. The main function of the department is to propagate temperance and encourage people to abstain from consumption of intoxicants. The following suggestions were made regarding revision of pay scales :

Name of the post	Present scale of pay	Suggested scale of Pay
1	2	3
	Rs.	Rs.
(i) State Prohibition Officer .. ..	300—900	Gazetted Class I (at present 600—1,250)
(ii) Prohibition and Social Up-lift Officer (Gazetted) (Regional Officers).	250—550	Gazetted Class II.
(iii) Chief Prohibition Organiser (Regional Organiser).	160—280	200—400
(iv) Prohibition and Social Up-lift Organiser (District level).	100—180	160—320
(v) Stenographer (attached to State Prohibition Officer).	120—250	160—320
(vi) Clerk .. ..	100—180	150—260
<hr/>		
(i) <i>State Prohibition Officer</i>		

This is a State level post and the functions and its status demand that it may be suitably upgraded. We have, therefore, suggested the scale of Rs.650—1,300.

*(ii) Prohibition and Social Uplift Officer*

There are six Prohibition and Social Uplift Officers in the scale of Rs.250—550 (conveyance allowance of Rs.20 per month is admissible to officers posted at Lucknow and Kanpur). They are Regional Officers in charge of the work of eight to ten districts. They are drawing, disbursing and controlling officers in respect of their subordinate staff. They have demanded a pay-scale of Rs.300—900. These officers are engaged in educating the rural and working class people with a view to persuading them to abstain from consumption of intoxicants. They have often to work in very difficult circumstances. They are stagnating at the maximum of their pay-scale and have no chances of promotion. After considering all the factors, we have proposed the higher scale of Rs.450—950 for them.

Our recommendations about the pay scales of various gazetted and non-gazetted posts are shown in Part II of our Report.

## 17. RELIEF AND REHABILITATION DEPARTMENT

The Relief and Rehabilitation Department was established in September, 1947, in the wake of influx of a large number of refugees from Pakistan. This Department, which was a gigantic organization in the past, has now shrunk in size with the curtailment of its activities and at present deals with the work relating to registration of displaced persons from Burma and other countries and inter-District and inter-State transfers, restoration of property of Muslims evacuees from East Pakistan (now Bangla Desh) under the Indo-Pakistan-agreements, sale of composite evacuee properties under the Evacuee Interest (Separation) Act, 1951, gratuitous relief to displaced persons in indigent circumstances, rehabilitation of fresh batches of displaced persons from Bangla Desh who have lost their business, industries or trade or agriculture. It is also concerned with land settlement and the colonization schemes, etc.

2. Some of the officers working in the Relief and Rehabilitation Department are permanent officers of other State services. We have revised their scales of pay on the basis of substantive posts held by them in their own parent departments.

3. We have, however, received a representation from the Honorary Secretary of the Relief and Rehabilitation Department Employees Association, Uttar Pradesh (State Wing, Lucknow), in which it has been mentioned that the scale of pay of the post of Stenographer to the Deputy Commissioner and *ex officio* Deputy Secretary, Relief and Rehabilitation Department and Deputy Secretary, Civil Defence Department was reduced from Rs.160-400 to Rs.160-320 by the Pay Rationalization Committee, even though the pay scale of Stenographer in the General Secretariat, etc., were revised from Rs.160-400 to Rs.200-450. It has further been submitted in the memorandum that as the work of the post of Deputy Secretary is also carried on in the office of the Deputy Commissioner, Relief and Rehabilitation, the pay scale of his Stenographer should be kept at par with the post of Stenographer of the Secretariat, particularly when the educational and technical qualifications for that post are also the same.

4. It has also been submitted in the above memorandum that the pay scales of the posts of Accountant/Junior Accountant and Accounts Clerk should be fixed at the same level as might be revised for the corresponding posts in other similar departments.

5. The work in the Relief and Rehabilitation Department, has considerably diminished. Since the question about the scale of pay of the post of Stenographer to the Deputy Commissioner and *ex officio* Deputy Secretary, Relief and Rehabilitation had been considered on merits by the Pay Rationalization Committee, and the work load of the Department is not heavy, we do not find any justifications for disturbing the pay scale of the post. We have, accordingly proposed the scales of pay of various categories of posts of Relief and Rehabilitation Department on the basis of their existing emoluments.

6. Full details of our recommendations in this regard will be found in Part II of our Report.

## 18. HARIJAN AND SOCIAL WELFARE DEPARTMENTS

The Harijan Sahayak Department is concerned with the welfare schemes for members of the Scheduled Castes and Scheduled Tribes, Backward Classes and Criminal Tribes, which were later known as denotified tribes or "Vimukti Jatis". The Social Welfare Department deals with welfare services offered to individuals and groups. In short the Department deals with schemes for the welfare of persons who suffer from socio-economic handicaps.

2. The Harijan Sahayak Department was established in the year 1948-49. In 1951, the Directorate of Harijan Kalyan was created by amalgamating the (1) Reclamation Office, (2) the Section dealing with the education of Harijans in the Education Department, and (3) the Office of the State Harijan Sahayak Officer. The activities of the department continued increasing and in the year 1956, 44 new officers were appointed to man various posts in all the districts in the State. These officers were designated as District Harijan Welfare Officers. In the year 1955, a separate Directorate of Social Welfare was created. Later on, the office of the Director, Harijan Kalyan, was also placed under the charge of the Director of Social Welfare and combined Directorate of Harijan Sahayak and Social Welfare was created. In 1961, the Assistant Social Welfare Officers of the Social Welfare Department were also merged in the cadre of District Harijan Welfare Officer and the new designation given to these officers was "District Harijan and Social Welfare Officer".

3. It would, thus, be observed that the existing Directorate of Harijan Sahayak and Social Welfare has been created by amalgamating two independent departments, each of which had previously its own administrative set up. In the existing set up the post of the Director, Harijan and Social Welfare and the entire set up at the district level is common to both the Harijan Sahayak and Social Welfare Wings of the Directorate, but there are separate set of posts of officers at the Headquarters for the two wings and there are also separate sets of ministerial staff at the Headquarters for the Harijan Sahayak and Social Welfare Wings. Having regard to the above facts, we have made our recommendations about revision of pay scales separately in respect of staff under the Harijan Sahayak and Social Welfare Wings of the combined Directorate.

4. In reply to the questionnaire issued by us, various suggestions and demands as given below were made by the Director, Harijan and Social Welfare Department and various Service Associations of the Harijan and Social Welfare Department.

### (1) *Director Harijan and Social Welfare Department*

The Director stated that his department was concerned with the running of the following institutions :

- (1) Govind Ballabh Pant Polytechnic, Lucknow.
- (2) Industrial Training Institutes—3.
- (3) Ashram Type of Schools—15.
- (4) Criminal Tribes Settlements and Colonies—4.

Other schemes being looked after by the department relate to educational and economic development, health and housing and others connected with the welfare of socially handicapped Harijans and Backward classes. The Director's suggestions for the revision of pay scales of the employees are as follows :

- (a) (i) The posts of Head Clerks, Senior Noter and Drafters and Junior Clerks in the Harijan Sahayak Wing of the Directorate may first be upgraded to the existing level of Head Assistants, Section Incharges and Noters and Drafters and then their pay scales may be revised so as to bring parity with the pay scales allowed to the employees in other offices of the Heads of Departments.
- (ii) The pay scale of District Harijan and Social Welfare Officers should be equated with the pay scales of other district level officers in Class II.
- (iii) The pay scales of the Project Officers should be raised to the level of Class II Officers.

(iv) The Harijan Kalyan Supervisors who are presently in the scale of pay of Rs.100-160, should get the same scale as the Assistant Development Officers in the Blocks. The pay of Harijan Kalyan Supervisors of Grade II in the existing scale of Rs.75-115 may be brought at par with the pay scale of Village Level Workers.

(b) For the officers at the Headquarters he proposed as under :

Serial no.	Name of the post	Existing scale of pay	Proposed scale of pay
1	2	3	4
		Rs.	
1	Deputy Director	300-900 plus Rs.100 spl. pay.	This should be brought at par with the existing scale of Rs.600-1,200.
2	Assistant Director ..	300-900	These officers do not get special pay. They should be allowed special pay of Rs.150 p.m. The Harijan Welfare Officers attached to the Headquarters may also be given pay and special pay at the same rate as it may be recommended for the Assistant Directors at the Headquarters.
3	Accounts Officer ..	250-750	May be brought at par with the Accounts Officers in the existing scale of Rs.400-1,000.
4	Special Officer, Nutrition Programme.	300-900	He may be allowed the same pay scale which may be allowed to the Assistant Director.

(c) So far as the pay scales of the employees in the Institutions run by the Department are concerned, the Director suggested that the pay scales of these employees should be kept at par with the corresponding posts in other departments, e.g. Technical Education Department, Directorate of Training and Employment and Education Department. The Director also stated that in the Ashram Type Schools there are posts of Superintendents and House Mothers which do not probably exist in the Education Department. He, therefore, suggested that the Superintendent should be allowed a higher scale of pay than the Principals of the Junior High Schools and House Mothers should be allowed parity with the Matrons and Staff Nurses. The Art Teachers in these schools may be allowed parity in the scale of pay with such teachers as are under the employment of the Education Department. The Compounders in these schools may be allowed junior and senior scales as may be prescribed for the Compounders elsewhere.

(2) *The Association of U. P. Harijān and Social Welfare Officers*

The Association suggested that the pay-scale of District Harijan and Social Welfare Officers should be equated with the existing scale of Rs.300-900, and for providing avenues of promotion, a post of Assistant Director in the scale equivalent to the existing scale of Rs.400-1,000 should be created in every Division. It also demanded that the pay scale of the Deputy Director may be kept at par with the existing scale of Rs.600-1,200 and all the posts of Deputy Directors and equivalent posts, may be filled in by promotion from amongst departmental officers. A Conveyance Allowance of Rs.25 p.m. as a compensation for the expenses incurred by the officers for local journeys was also demanded.

(3) *U. P. Probation Officers Association*

It was stated on behalf of this Association that till 1960, these officers worked under the administrative control of the Inspector General of Prisons and later on they were placed under the control of the Director, Social Welfare. These officers, it was stated, act under the provisions of U. P. First Offenders

Probation Act, 1938 and U. P. Prisoners Released on Probation Act, 1938. This Association has demanded the following pay-scales :

	Rs.
Junior scale ... ..	350-650
Senior scale ... ..	400-900
Lady Probation Officer ... ..	400-900

(4) *U. P. Harijan Welfare Supervisors Association*

This Association in a memorandum submitted to us has drawn attention to their working conditions, duties, their educational attainments and also brought to our notice the observation made in Acharya Jugal Kishore Committee Report about their pay-scales. The Association has stated that the above Committee had recommended that the pay-scales of Harijan Kalyan Supervisors at Tahsil levels should be raised to Rs.160-200. It has demanded the following pay-scales for the members of this service :

	Rs.
Harijan Kalyan Supervisor, Grade I ... ..	160-280
Harijan Kalyan Supervisors, Grade II ... ..	120-320

(5) *Non-gazetted Employees Association of Industrial Training Institutes of Harijan and Social Welfare Department.*

They have stated that the employees of the Industrial Training Centres of the Harijan and Social Welfare Department at Lucknow, Gorakhpur, and Naini Tal are running those Institutions on the pattern and syllabus prescribed by the Directorate of Training and Employment, U. P. These institutions are recognised by the National Council for Training in vocational trades, Ministry of Labour and Rehabilitation, Government of India. The main grievance of the employees of the Institutes is that although the minimum qualifications and course of training etc. of the employees of these Institutes are similar to those of Industrial Training Institutes run by the Directorate of Training and Employment, the scale of pay of the employees of these Institutes are lower. They have accordingly urged that the disparity in their pay-scales, as indicated below, needs to be removed by allowing them the same pay-scales as may be recommended by the Commission for the employees of the Indian Industrial Training Institutes run by the Directorate of Training and Employment :

Name of the post	Pay-scale in I.T.I.	Pay-scale in the Training Institutes of the Harijan and Social Welfare Department
1	2	3
	Rs.	Rs.
Foreman .. ..	200-450	200-400
Supervisor .. ..	175-300	160-320
Instructor .. ..	160-320	160-320 120-220
Drawing Instructor .. ..	160-320	120-220
Arithmetic and Science Instructor .. ..	160-320	120-220
Head Clerk and Accountant	150-260	120-220

(6) *Teachers' Association, Harijan Schools*

Their main demand is that although their educational qualification and training is of the same level as that of Primary School Teachers of Zilla Parishads, Municipalities and Mahapalikas, their pay-scales are lower. They have therefore, urged that their pay scales should be at par with the Primary School Teachers in Government employment of the Education Department.

(7) *Ministerial Service Employees of Harijan and Social Welfare Department*

As stated earlier, the Directorate of Harijan and Social Welfare, as it exists today, was created after amalgamation of the Directorate of Harijan Kalyan and Directorate of Social Welfare. Prior to the revision of pay-scales by the Pay Rationalization Committee in 1965 the employees in the Social Welfare Wing of this Directorate were drawing pay in the same scales as were admissible for comparable categories to the employees in the offices of the other heads of the



departments, and employees in the Harijan Kalayan Wing of this combined Directorate were drawing pay in lower scales. In fact there were no posts of Head Assistants, Section Incharges or Senior Noters and Drafters in the Harijan Sahayak Wing, as were usually sanctioned for the offices of the Heads of Departments. While revising the pay scales of the employees of this Directorate the U. P. Pay Rationalization Committee reduced the scales of pay of certain posts in the Social Welfare Wing of the Directorate, and did not upgrade the scales of pay of the employees in the Harijan Sahayak Wing to the same extent as that of the employees under the other Heads of the Departments. The result has been that ministerial employees of both the wings of this Directorate have been feeling dissatisfied. They have, therefore, made separate demands in respect of the revision of their pay-scales as indicated below :

(a) *Ministerial Employees in the Social Welfare Wing of the Directorate*—They stated that the pay-scale of the following posts which were formerly at par with the scales of pay in the offices of the other heads of the departments were reduced by the U. P. Pay Rationalization Committee and requested that these scales may again be brought at par with such employees :

Name of the post	Pay-scale prior to 1965	Pay-scale adopted by Government on the recommendation of the P.R.C.	Pay-scale of equivalent post in the offices of the other Heads of Departments
1	2	3	4
	Rs.	Rs.	Rs.
Head Assistant ..	300—400	250—325	350—450
Section Incharge ..	80—240 plus Rs. 70 Under F.R. 9(21)	150—260	160—320
Noters and Drafter, Senior Accountant ..	80—240	120—250	140—280

(b) *Ministerial Employees in the Harijan Sahayak Wing of the Directorate*—The main grievance of this Association is that the scales of pay of the Ministerial Staff of this Wing of the Directorate are not par with the pay-scales of same categories of employees in the offices of other Heads of Departments. Their specific proposals are as follows :

(i) That the following posts in lower scales of pay may be abolished :

Name of the post	No. of posts	Pay-scale
		Rs.
Junior Noter and Drafter .. ..	10	120—220
Routine Clerk .. ..	6	100—180
Stenographer .. ..	5	120—250
Head Clerk .. ..	1	150—260
Clerk .. ..	4	120—250

26

(ii) That in lieu of the abolition of the 26 posts in lower scales mentioned above, 26 posts in the following scales may be created :

Name of the post	Number of posts	Scale of pay
1	2	3
Head Assistant in lieu of Head Clerk.	1	The scale which may be recommended in lieu of the existing scale of Rs. 350—450 admissible to the Head Assistants in other department;.

Name of the post	Number of posts	Scale of pay
1	2	3
Section Incharges in lieu of 5 clerks in the scale of Rs.120—250 and one Junior, Noter and Drafter in the scale of Rs.120—220.	5	The scale which may be recommended in lieu of the existing scale of pay of Rs.160—320 admissible to Section-in-charges in the offices of other heads of departments.
Senior Noter and Drafters. By conversion of 9 posts of Junior Noters and Drafters in the scale of Rs. 120—220 and 6 posts of Routine Clerks in the scale of Rs.100—180.	15	The scale which may be recommended in lieu of existing scale of Rs.140—280 admissible to Senior Noters and Drafters in the offices of other Heads of Departments.
Stenographer by upgrading all the existing 5 posts of Stenographers in the lower scale of Rs.120—250.	5	The scale which may be recommended in lieu of existing scale of Rs. 160—320 admissible to the Stenographers in the offices of the other Heads of Departments.
Total ..	26	

It was stated that even though the post of Head Assistant, Section Incharges and Senior Noters and Drafters did not exist in the Harijan Sahayak Wing of the Directorate, the Head Clerk, Junior Noter and Drafters and Routine Clerks virtually functioned like Head Assistants, Section Incharges and Senior Noters and Drafters. The creation of the above higher posts had been demanded having due regard to the total number of ministerial employees in the Harijan Sahayak Wing of the Department. The following comparable figures were quoted by this Association in support of their demand :

Name of the Department	Total no. of ministerial employees	Head Assistant	Section Incharge	Senior Noter and Drafters	Stenographers in higher grades
1	2	3	4	5	6
Panchayati Raj ..	79	1	5	16	5
Fisheries ..	49	1	1	6	3
State Probation Officer	5	..	..	3	..
Excise Commissioner ..	67	2	5	11	3

(8) *Case of Anomaly Referred to the Pay Commission*

The Harijan Sahayak Department of the Secretariat had referred their file no. 725/72 to us with the concurrence of the Finance Department for removing the anomalies in the pay scales of the ministerial employees in the Headquarters Office of the Director, Harijan Kalyan and Social Welfare.

The anomaly pointed to us was as below :

(1) The number of employees in and the budget provision of the Harijan Kalyan Wing alone of the Directorate of Harijan and Social Welfare was larger than that of Panchayati Raj, Fisheries and Excise Departments.

(2) Of the total number of 70 members of the ministerial staff in the Harijan Sahayak Wing of the Directorate, 30 posts were in the scale of Rs.120—220, 30 posts in the scale of Rs.100—180, one in the scale of Rs.150—260, four in the scale of Rs.120—250 and five Stenographers in the scale of Rs.120—250. It was recommended by the Harijan Sahayak Department that since the Directorate of Harijan Sahayak and Social Welfare was full-fledged Head of the Department and since the size of the Department was bigger than many offices of the Heads of Departments, the numbers of the Ministerial Staff of the Harijan Sahayak Wing of the Directorate might be allowed the same scale of pay as were to be allowed to the members of the ministerial staff in the offices of other heads of departments. The specific proposal made by the Department was the abolition of 26 existing posts and creation of 26 new posts, as mentioned in sub-para 4 (7) (b) above.

(3) In the course of his evidence before us, the Director, Harijan and Social Welfare, stated that the budget of his Directorate was higher than that of the Directorates of Fisheries, Animal Husbandry and Panchayati Raj, but the scales of pay of the employees in his office were lower than those of the other offices mentioned above. Referring to this anomaly, he stated that after the elevation of the status of the Director of Harijan and Social Welfare to a Head of the Department, the question of prescribing suitable scales of pay for ministerial staff of the Harijan Sahayak Wing of the Directorate was referred to Government. In the mean time the Pay Rationalization Committee was appointed but according to the Director, it did not take into account the nature of work done in his office. The minimum qualifications and the method of recruitment prescribed for his staff and consequently it did not upgrade the scales of pay of the ministerial employees of his office to the level of pay scales of the other offices of the heads of departments. He stated that this matter was again pressed before the Government but they referred it to the Pay Commission. He further stated that the old posts were in lower scales of pay but new posts which were sanctioned during the last three or four years were in the same scale as have been allowed to the ministerial employees of the offices of the Heads of the Departments. He demanded that the scales of pay of the employees in his Directorate should be brought at par with those in other Directorates and reiterated his other suggestions made in reply to the questionnaire in course of his evidence before us.

5. We have looked into the memoranda submitted by various Service Associations and the Director, Harijan and Social Welfare Department and also to the evidence tendered before us as discussed above. Having due regard to the nature of duties, educational qualifications and the past history of the department, we have recommended suitable scales of pay for various posts under the Harijan Sahayak and Social Welfare Wings of the Directorate as are given in Part II of this Report. They are on the general pattern of the scales formulated by us for various existing scales, except in a few cases where a higher or a lower scale has been proposed for the reasons indicated below :

(i) *District Harijan and Social Welfare Officers*—The existing scale of pay of this post is Rs.225–500. A revision on the basis of existing scale of pay would have been Rs.450–750, but we have proposed a scale of Rs.450–950, which has also been proposed by us for other district level officers, like District Panchayat Raj Officer, District Livestock Officers, etc. Considering the lack of promotion opportunities for these officers, we have also proposed a selection grade in the scale of Rs.550–30–700–40–900–50–1,200 for 10 posts of District Harijan and Social Welfare Officers.

(ii) *Head Assistants, Section Incharges and Senior Noters and D of the Social Welfare Wing of the Headquarters Offices*—An upward revision has been recommended on the consideration that the Director Harijan and Social Welfare is a Head of the Department and the ministerial employees of these ranks in other offices of heads of departments enjoy better scales of pay.

(iii) Slightly higher scales of pay have also been recommended than what would have been otherwise admissible for the posts of Senior Clerks Progress Clerk, Planning Clerks, Computers, Head Clerks, Industries Supervisor, Tailor Master, Assistant Tailor Master, Work Inspector, Weaving Master, Harijan Welfare Supervisor, Grade II, House Mother, Music Teacher, etc. of the Harijan Sahayak Wing of the Directorate in view of the nature of their duties and qualifications for recruitment.

6. One of the main demands of the ministerial employees of the Harijan Sahayak Wing of the Directorate was for creation of 26 posts of different categories by abolition of 26 existing posts, as dealt with above. We are not expected to accord any sanction for creation of new posts, but we recommend that having regard to the number of employees and the budget provision, suitable number of posts of Head Assistants in the scale of Rs.450–700, Sections-incharge, in the scale of Rs.300–500, Senior Noter and Drafter in the scale of Rs.280–450 and Stenographers in the scale of Rs.300–500, may be created for this office in lieu of existing posts in the lower scales. The exact number of posts to be abolished and the new posts to be created may be determined by the Government.

**Para 5 (i) continued—**

It was brought to our notice that a number of officers formerly working on the post of the District Harijan and Social Welfare Officer, were promoted to the higher posts in Harijan and Social Welfare Department in the scales of pay of Rs.250-550 and Rs.250-600. On account of our decision to elevate the status of District Harijan and Social Welfare Officer, such officers might be adversely affected. We, therefore, recommend that such posts in the Harijan and Social Welfare Department, appointments to which were so far being made by promotion from amongst the District Harijan and Social Welfare Officers, may also be allowed the proposed scale of Rs.450-25-650-30-800-50-950.

## 19. EDUCATION DEPARTMENT

- (a) The Uttar Pradesh Educational Service (Senior Scale).
- (b) The Uttar Pradesh Educational Service (Junior Scale).
- (c) The Subordinate Educational Service.
- (d) The Special Subordinate Education Service.

It was in 1854 that, on the decision of the Government of India, the Department of Public Instruction was set-up in the State with the Director of Public Instruction as its head. The activities of the Department were streamlined and the Department was completely re-organised and considerably expanded in 1947, when the Head of the Department came to be re-designated as the Director of Education. The Directorate continues to be stationed at Allahabad, even today and it was in 1948, that a camp office of the Director of Education was established at Lucknow, with a view to ensuring easy contact and co-ordination between the Director of Education and the Government. The activities of the Department have been steadily growing and expanding and with the recent re-organization, the Department has been trifurcated into three distinct branches, each under the charge of a separate Director who is concerned with one of the three branches of education, viz. (1) Basic Education, (2) Secondary Education, and (3) Higher Education.

2. The Uttar Pradesh Educational Service (Senior Scale) consists of approximately 142 posts carrying one or the other of the following scales of pay :

- (1) Rs.2,000-75-2,150-100-2,250,
- (2) Rs.1,600-50-1,800,
- (3) Rs.1,300-50-1,600,
- (4) Rs.750-50-1,400, and
- (5) Rs.600-50-1,250.

The number of posts in the Uttar Pradesh Educational Service (Junior Scale) works out to about 434 and these posts carry either the scale of pay of Rs.400-900, or that of Rs.300-900, while the U. P. Subordinate Educational Service consists of approximately 383 posts carrying the scale of pay of Rs.250-600. The posts in the scales of pay of Rs.250-550 and Rs.225-500, which constitute the Special Subordinate Educational Service, number about 2,271. In connection with the revision of the scales of pay of the posts constituting these services, a number of staff associations have submitted to us their memoranda of demands and suggestions and the representatives of many of these associations were also examined by us. The demands and suggestions made by these Associations are briefly stated below :

### (i) Pradesheeya Shiksha Seva Sangh

This Association, which is the representative body of the officers of the Uttar Pradesh Educational Service Junior and Senior Scales and officers of still higher ranks including the Director himself, has demanded the following revised scales of pay :

(i) Uttar Pradesh Educational Service—Junior Scale (Rs.300-900)	} Rs.400-1,000, with a selection grade of Rs.750-1,400.
(ii) Assistant Director of Education (Rs.300-900).	
(iii) District Inspector of Schools (Junior Scale).	
(iv) Principal, Junior Basic Training.	
(v) Education Expansion Officer	} Rs.750-1,400.
(vi) Senior Professor in Government Educational Institutions	
(vii) Psychologist	
(viii) Uttar Pradesh Educational Service—Senior Scale including the post of Senior Psychologist (Rs.600-1,250) ... ..	Rs.1,100-1,600.

(ix) Deputy Director (in the Regions and at the Headquarters)/ Sachiv, Madhyamik Shiksha Parishad (Rs.750-1,400)	Rs.1,200-1,800
(x) Vice-Principal, Senior Professor, etc.	Rs.1,200-1,800.
(xi) Joint Director (Rs.1,300-1,600)	Rs.1,800-2,200.
(xii) Additional Director (Rs.1,600-1,800)	Rs.2,400-2,700.
(xiii) Director (Rs.2,000-2,250)	Equivalent to the scale of pay of the Commissioners of Divisions on the general administration side.

The above association has also pointed out that the avenues of promotion open to officers risen from the ranks are being blocked gradually and it is necessary that remedial measures be taken in this regard. It has been stated that the posts of District Inspectors of Schools and Associate District Inspectors of Schools in the cadre of the Uttar Pradesh Educational Service (Junior Scale) are, to the extent of 60 per cent of vacancies, filled by direct recruitment and the officers thus appointed, when promoted to the senior grade of the aforesaid service, remain in those posts for a long period, barring the promotion of the promoted officers of the Junior Grade. With regard to the appointments in the senior grade of the service, it has been added, that it is only in a very small number of cases that appointments to this grade are, for certain technical requirements, made by direct recruitment, but where such appointments are made, the officer appointed directly remains occupying the post for quite a long time with the result that the promoted officer does not get a chance of appointment to the Senior Grade. It has, therefore, been urged that, if to meet certain technical requirement it is found necessary to make recruitment to a post in the Senior Grade directly, it should be possible to get a suitable incumbent out of the officers in the Junior Grade by prescribing the educational qualification for some of the posts in the Junior Grade accordingly. In this connection, a reference has also been made to an order, dated May 23, 1972, of the Government, and it has been alleged that the officers of the general cadre will become junior to the Principals, Professors and Assistant Professors of the Colleges and the promotion of the officers of the general cadre to the posts of Director, Joint Director or Deputy Director, will become out of question. It has also been stated that the Professors of the Colleges can, under the above orders, come on to the general cadre, while the officers in the general cadre cannot go to the Colleges for want of teaching experience at their credit. While making our proposals we are expected to suggest remedial measures to avert the situation and ensure a fair deal in the matter of promotion to the officers risen from the ranks.

**(ii) Convention of Teachers of Uttar Pradesh Government Post-Graduate Teachers College, Allahabad.**

(1) It has been demanded that the Lecturers of the post-graduate colleges in the scale of pay of Rs.250-550 should in consideration of their educational qualifications and duties, be allowed the scale of pay sanctioned for Class II officers of the Uttar Pradesh Educational Service.

(2) The Professors and the Vice-Principals at present in the scales of pay of Rs.250-600 and Rs.300-900 should legitimately be grouped with officers of the Uttar Pradesh Educational Service Class II and allowed the scale of pay sanctioned for that service.

(3) The Principals at present in the scale of pay of Rs.600-1,200 should be upgraded and grouped with officers in the scale of pay of Rs.750-1,400.

**(iii) Rajkeeya Degree College, Vibhagadhyaksha Sangh, Government Degree College, Rampur.**

This association has urged in favour of upgrading of the posts of Lecturers in the Degree and Post-Graduate Colleges from Rs.250-600 to Rs.400-900 of Assistant Professors and the Heads of Departments of Degree Colleges from Rs.300-900 and Rs.400-900 to Rs.600-1,250 and of the Heads of Departments of Post-Graduate Sections from Rs.600-1,200 to Rs.750-1,400.

**(iv) The Government Degree College Lecturers Association, Rampur**

In order to improve the conditions of service of Lecturers, this Association has suggested that the scale of pay of Junior Lecturer (Rs.250-600) should be

upgraded to Rs.400–900, that of Senior Lecturer to Rs.600–1,250 and of the Reader to Rs.750–1,400. It has also been urged that the initial appointments should be made in the scale of pay of Rs.400–900 and then promotions should be made to the scales of pay of Rs.600–1,250 and Rs.750–1,400.

(v) **U. P. Educational Service (University Teachers) Association, Naini Tal**

This Association has proposed the following scales of pay :

	Rs.
(1) Principal (Rs.500–1,200 plus a special pay of Rs.100 p.m.)	1,100–1,600
(2) Professor (Rs.500–1,200)	750–1,400
(3) Assistant Professor (Rs.300–900)	400–1,250

It has also been mentioned by this Association that the scale of pay of Lecturers in the aided post-graduate colleges is Rs.300–600, while it is only Rs.250–600 in Government post-graduate colleges. Similarly, it has been pointed out that the scales of pay of the Reader and the Senior Lecturer in the aided post-graduate colleges are Rs.700–1,100 and Rs.400–800 respectively, which scales of pay have not been allowed in Government Post-graduate Colleges, where the scales of pay of similar categories of teachers are comparatively lower. It has been demanded that this disparity between the aided and the Government Colleges should be removed.

(vi) **Staff Club, Birala Government College, Srinagar (Garhwal)**

This Association has proposed the following scales of pay for various categories of teachers :

(i) Lecturer (Rs.400–1,000)	...	There should be a selection grade to the extent of 25 per cent of posts, so as to provide adequate chances of promotion.
(ii) Heads of Departments of Degree Sections (Rs.750–1,400)	...	Rs. 1,100–1,600
(iii) Heads of Departments of Post-graduate Sections (Rs.1,100–1,600)	...	1,300–1,800
(iv) Principal, Post-graduate Colleges (Rs.1,300–1,800)	...	

(vii) **Training Teachers Association, Allahabad**

This Association has suggested that the Teachers as also the clerical staff of the L. T. Colleges should be allowed the very same scales of pay as are sanctioned for similar categories of staff of B. Ed. classes.

(viii) **Bureau of Psychology, Allahabad**

It has been stated that the existing scale of pay of the post of Assistant Psychologist is Rs.225–500, while prior to enforcement of the recommendations of the Pay Rationalization Committee, it was parallel to the scale of pay attaching to the posts in the Special Subordinate Educational Service. The latter service, it has been added, carried the scale of pay of Rs.200–450 prior to April 1, 1965, and the same is now in the scale of pay of Rs.250–550. It has been suggested that the scale of pay of the post of Assistant Psychologist should be revised to Rs.300–750, or brought at par with the scale of pay which the Pay Commission may recommend for the posts of Assistant Masters or Lecturers in the Subordinate Educational Service.

It has also been stated that there are six non-gazetted posts of Senior Testers, Guidance Councillor, and Statistician in the Bureau of Psychology in the scale of pay of Rs.250–600. It has been pointed out that besides the normal qualifications, the persons holding these posts are required to possess a Diploma in Guidance Psychology and as such, their scale of pay should be identical to that of similar other posts in the Education Department and like other posts of equivalent ranks, these posts should, also be declared gazetted.

(ix) **The Uttar Pradesh Vidyalya Nirikshak Sangh**

This Association which is the representative body of Sub-Deputy Inspectors of Schools, Assistant Inspectresses of Girls Schools, Deputy Inspectors of

Schools and Deputy Inspectresses of Girls Schools, has suggested the following scales of pay for its members :

1. Sub-Deputy Inspectors of Schools/Assistant Inspectresses of Girls Schools. Rs.250—550 (with a selection grade of Rs.250—600 at the Tahsil level).
2. Deputy Inspectors of Schools/Deputy Inspectresses of Girls Schools. Rs.300—900.

It has been represented that the posts of Deputy Inspectors of Schools and Deputy Inspectresses of Girls School, which carry responsibilities analogous to those of any of the Heads of offices, should be upgraded to Class II and direct recruitment to these posts should be abandoned. It has also been suggested that direct recruitment to the posts of District Inspectors of Schools should be stopped so as to afford adequate opportunity of promotion to officers in the Subordinate Educational Service. It has been urged that the avenues of promotion open to members of the Subordinate Educational Service are very meagre and that they should be afforded better changes of promotion.

(x) U. P. Educational Officers Association—Teaching Branch

This Association has made the following demands for the teachers of the High School classes, the Sub-Deputy Inspectors of Schools and Head Masters of Junior High Schools and officials of the Special Subordinate Educational Service and the Junior District Inspectors of Schools, etc. :

- (1) Teachers of the High School classes, Sub-Deputy Inspectors of Schools and Head Masters of Junior High Schools. Rs.300—650 with a selection grade of Rs.600—800.
- (2) Teachers of the Intermediate classes, Head Masters of High Schools and Government Training Colleges, Deputy Inspectors of Schools and incumbents of other equivalent posts in Subordinate Educational Service (Gazetted). Rs.400—800 with a selection grade of Rs.650—900.
- (3) Principals of Intermediate Colleges and Junior Basic Training Colleges and Junior District Inspectors of Schools etc. Rs.800—1,250.

3. We have also received representations from the Inspector of Sanskrit Pathshalas and the Assistant Inspectors of Sanskrit Pathshalas for upgrading their posts to the scales of pay of Rs.600—1,250 and Rs.300—900 respectively and have looked into their cases.

4. The recommendations of the Director, Education Department, in regard to the scales of pay of the posts comprising these services are generally as follows :

Serial no.	Name of the post	Existing scale of pay	Proposed scale of pay
		Rs.	Rs.
1	Director .. .. .	2,000—2,250	3,000—3,600
2	Additional Director .. .. .	1,600—1,800	2,400—2,700
3	Joint Director .. .. .	1,300—1,600	1,800—2,000
4	Principal, Government Post-graduate Colleges .. .. .	750—1,400	1,800—2,000
5	Deputy Director .. .. .	750—1,400	1,250—1,800
6	Posts in the U. P. Educational Service, Class I .. .. .	600—1,250	1,100—1,600
7	Principal, Government Intermediate Colleges .. .. .	300—900	750—1,400
8	Posts in the U. P. Educational Service (Junior Scale) .. .. .	300—900	500—1,000
9	Subordinate Educational Service (Gazetted) .. .. .	250—600	400—900
10	Deputy Librarian, Central Library, Allahabad .. .. .	250—550	400—900



5. The Secretary to Government, Education Department, has made the following recommendations in this behalf :

(i) The Director, Education Department and the Additional Director, Education Department, may be allowed the scales of pay that are sanctioned for the Heads of Departments and the Additional Heads of Departments in major Departments like the Irrigation, the Public Works and the Medical and Public Health.

(ii) The Joint Director, Education Department, should be sanctioned a scale of pay that is higher than the one sanctioned for Superintending Engineers in the Irrigation and the Public Works Departments, who like Deputy Directors of the Education Department, are Regional Officers.

(iii) The posts of Deputy Directors and the Regional Inspectresses of Girls' Schools, who are officers functioning at the regional level, should be allowed the scale of pay that may be sanctioned for Superintending Engineers of the Irrigation and the Public Works Departments. A similar treatment should also be given to the posts of Sachiv, Madhyamik Shiksha Parishad, the Principal, State Institute of Elementary Education, and the Director, Bureau of Psychology, Allahabad. Over and above the Sachiv, Madhyamik Shiksha Parishad, should, in consideration of his heavy duties and responsibilities be allowed a special pay of Rs.150 per month.

(iv) The teaching staff of the Government Degree and Post-graduate colleges should be allowed the revised equivalents of the scales of pay shown below and not the revised scales of their existing grades :

	Rs.
(a) Lecturer ... ..	300—900
(b) Senior Lecturers, Government Post-graduate Colleges and Heads of Departments of Degree Colleges ...	600—1,250
(c) Professors, Government Post-graduate Colleges and Principals of Degree Colleges ...	750—1,400
(d) Principals, Post-graduate Colleges	
(i) With a student strength not exceeding 1,000 ...	1,300—1,600
(ii) With a student strength exceeding 1,000 ...	1,600—1,800

(v) The incumbents of the following posts of the U. P. Educational Service (Senior Scale), which carry the scale of pay of Rs.600—1,250 should be sanctioned the same scale of pay as may be sanctioned for the Executive Engineers of the Irrigation and the Public Works Departments :

- (1) District Inspector of Schools
- (2) Assistant Director, Education ;
- (3) Principals, Government Training Colleges ;
- (4) Additional Secretary, Madhyamik Shiksha Parishad ;
- (5) Vice-Principal, State Institute of Elementary Education ;
- (6) Associate Director, Correspondence Course.
- (7) Director, Institute of English Education ;
- (8) Director, State Institute of Science Education ;
- (9) Senior Research Psychologist ;
- (10) Director, Institute of Hindi Education ; and
- (11) Registrar, Departmental Examination.

Similarly, the incumbents of the following posts in the U. P. Educational Service (Junior Scale) carrying the scale of pay of Rs.300—900, should be allowed the scale of pay as may be sanctioned for the Assistant Engineers of the Irrigation and the Public Workers Departments :

- (1) District Inspectors of Schools ;
- (2) Principals, Government Intermediate Colleges and the Vice-Principals, Training Colleges ;

- (3) Assistant Deputy Director of Education ;
  - (4) Personal Assistant to Director ;
  - (5) Deputy Secretary/Additional Deputy Secretary, Madhyamik Shiksha Parishad, Allahabad ;
  - (6) Statistician, Senior Research Professor, Associate Professor, etc. ;
  - (7) Education Expansion Officer ;
  - (8) Inspector, Sanskrit Pathshalas ;
  - (9) Inspector, Arabic Madarsas ; and
  - (10) Associate Inspector of Schools.
- (vi) The scale of pay of the posts of the Special Subordinate Educational Service and other posts carrying the scale of pay of Rs.250-550 may be deemed to be Rs.250-600 and then revised.

6. We have carefully considered the demands made by the above and similar other Associations in the light of the general principles and the recommendations made by the Head of the Department as also those made by the Secretary to Government, Education Department. We do not see much justification for a departure from the general pattern except in the cases referred to in the following paragraphs in which we have, for the reasons indicated therein, recommended a different scale of pay for a particular post or category of posts. So far as the post of the Director of Education is concerned, we have taken note of the recent development taking place after the coming into existence of the Commission, whereby the Directorate of Education has been trifurcated into three branches, each under the charge of a separate Director. It is obvious that the duties and responsibilities that belonged to the Director prior to this re-organization are now distributed among three Directors. A proper assessment of the duties and responsibilities attaching to each of the three posts in the changed set up would be necessary before the scale of pay for these posts can be re-assessed. As it would take time before the new pattern stabilises, we leave it to the Government to examine the question and take necessary decision for prescribing suitable scales in this behalf.

7. The existing scale of pay of the Principals of the Post-graduate Colleges is Rs.750-1,400 for all the Colleges alike. In our opinion, it would be reasonable to allow a higher scale of pay for the Principals of the Colleges, which are comparatively bigger in size. Besides, the Principals of all such colleges, should in our opinion, be allowed a higher scale of pay in order that they may stick to their teaching jobs without detriment to the educational standards of the Colleges. We have, therefore, recommended a scale of pay of Rs.1,200-1,800 for the Principals of Colleges with a student strength of 1,000 and above and that of Rs.1,150-1,700 for the Principals of the Colleges with a lesser number of students.

8. The Regional Inspectresses of Girls' Schools have to function in a much larger area as compared to the District Inspectors of Schools in equivalent scale of pay and have to carry a heavy burden. We have, therefore, recommended for them a special pay of Rs.100 per mensem over and above their grade pay in the scale of pay of Rs.800-50-1,450. At the same time we feel that the duties and responsibilities resting on them cannot still be equated with those of the Deputy Directors of the regions. We have not, therefore, recommended for them the higher scale of pay of Rs.900-50-1,600 proposed by us for Deputy Directors.

9. In the case of the Professors and Heads of Departments of the Government Degree Colleges, we feel that, in view of the educational qualifications and their duties, they should be given a higher scale of pay than the one allowed to officers in the scales of pay of Rs.300-900 or Rs.400-900. The Secretary, Education Department, has also made a recommendation to that effect. We have, therefore, recommended for them a scale of pay of Rs.650-1,300 instead of the scale of pay of Rs.550-1,200 on the normal pattern.

10. In the case of Deputy Inspectors of Schools, the Additional Deputy Inspectors of Schools and the Deputy Inspectresses of Girls' Schools, we note that in so far as the Junior Basic and the Senior Basic Schools are concerned, these officers have to hold an arduous charge, which can well be compared with the charge of such district level officers of the Zila Parishads, as the District Panchayat Raj Officers, District Live Stock Officers, District Harijan Sahayak and Social Welfare Officers. They are in supervisory charge of a large number of

schools and teachers and also co-ordinate and supervise the work of the Sub-Deputy Inspectors of Schools. Their promotion chances are also meagre. For all these considerations, we are of the opinion that the duties and responsibilities of these officers call for a scale of pay higher than the one that would be due to them under the general pattern of revision on the basis of their existing scale of pay. Our assessment is similar in respect of the work and responsibilities of the following categories of officers of the Subordinate Educational Service (Gazetted) :

1. Head Masters, Government High Schools/Head Mistresses, Government Girls' High Schools.
2. Head Mistress, Government Normal School, J.T.C. and pre-service Training Centres.
3. Head Master, Government Expansion Teachers Training Centre, Rampur.
4. Assistant Education Expansion Officer, Allahabad.
5. Deputy Registrar, Departmental Examination, Uttar Pradesh.
6. Assistant Secretary, Board of High School and Intermediate Education.
7. Assistant Text Book Officer.
8. Vice-Principal, Government Junior Basic Training Colleges, Jhansi, Lucknow and Muzaffarnagar.
9. Superintendent, Agriculture, Directorate of Education.
10. Research Professor, State Institute of Education.
11. Production Officer, Office of the Text Book Office.
12. Professor, Central Pedagogical Institute, Allahabad.
13. Vice-Principal, Government Physical Training College, Rampur.
14. Assistant Inspector of Sanskrit Pathshalas.
15. Assistant Teacher, English Language Teaching Institute, Allahabad.
15. Co-ordinator, Attached to Central Pedagogical Institute, Allahabad and Government Constructive Training College, Lucknow.
17. Assistant Professors at present in the scale of pay of Rs.250-600.

We have, therefore, recommended for all these officers the scale of pay of Rs.450-950, instead of that of Rs.450-850, which would have been normally admissible to them.

नियमित नयन

11. Our detailed recommendations in respect of these services appear in Part II to this Report. Over and above, the dearness and other allowances as have been recommended by us separately, shall be admissible to the incumbents of these posts.

#### (e) Subordinate Educational Service (Non-Gazetted)

The Subordinate Educational Service (non-gazetted) consists of posts of inspecting officials holding the posts of Sub-Deputy Inspectors of Schools and Assistant Inspectresses of Girls' Schools as also those of the teaching staff of various grades and several other posts in the office and the field. The existing scales of pay of these posts and their approximate number are given below :

Scales of pay		Approximate	
Rs.		number of posts.	
(i)	200-400	...	3
(ii)	180-380	...	1
(iii)	150-350	...	4,776
(iv)	160-320	...	5
(v)	160-280	...	738
(vi)	150-260	...	2
(vii)	140-280	...	13
(viii)	120-250	...	4,610
(ix)	120-220	...	190
(x)	100-180	...	59
(xi)	100-160	...	4
(xii)	80-140	...	6
(xiii)	65-90	...	11
(xiv)	80-125	...	1

2. Several staff association representing the members of the staff in the above grades sent their representations to us and some of them were also heard by us. The demands made by these associations are mainly as follows :

(1) The Uttar Pradesh Rajkeeya Shikshak Sangh has made the following demands in respect of the L.T./C.T. grade teachers.

Category	Scales of pay demanded
(a) Assistant Masters and Assistant Mistresses of the Government High Schools and Normal Schools in the trained graduate's (L. T.) Grade of Rs.150-350.	300-600 (with a selection grade of Rs.600-800 for 15 per cent of posts)
(b) Assistant Masters and Assistant Mistresses of Languages in trained graduate's grade of Rs.150-350.	
(c) Assistant Masters and Assistant Mistresses in the C. T. grade of Rs.120-250.	250-550 (with a selection grade of Rs.500-650) .

(2) The Uttar Pradesh Vidyalaya Nirikshak Sangh has demanded a scale of pay of Rs.250-550, with a selection grade of Rs.250-600 at the Tahsil level, for the Sub-Deputy Inspectors of Schools and the Assistant Inspectresses of Girls' Schools.

(3) In a memorandum received from the Superintendents of Physical Education, the Assistant Teachers of Art and Crafts, the Assistant Teachers of Music, etc. through the Rajkeeya Shikshak Sangh, it has been said that injustice has been done to them by reducing their scales of pay on the recommendations of the Pay Rationalization Committee and disturbing their parity with Lecturers and other Assistant Masters teaching similar classes as it existed prior to 1965. It has been prayed that this injustice may be removed and they may be allowed the same scales of pay as are admissible to teachers of other subjects teaching similar classes.

(4) The Uttar Pradesh Sharirik Shikshak Sangh has referred to the difference of treatment between them and the Lecturers teaching other subjects in the respective classes and institutions and have asked for the following scales of pay :

	Rs.
(a) C. T. Grade Teacher ...	150-350
(b) L. T. Grade Teachers ...	200-500
(c) Lecturers appointed in Intermediate Colleges ...	300-600
(d) Lecturers in Training Colleges ...	400-800
(e) Superintendent, Physical Education. ...	450-1,000
(f) Assistant Officer, N. P. E. D. ...	400-800
(g) Principal, Government College of Physical Education. ...	700-1,400

(5) The Pradeshik Prasara Shikshak Sangh representing the case of the staff employed under the Education Re-orientation Scheme, has referred to the parity enjoyed by them prior to revision of the scales of pay on the recommendations of the Pay Rationalization Committee with certain other posts on the general education side, and has asked for the following scales of pay for the members of the staff with whom they are concerned :

	Rs.
(1) Agriculture Supervisor ...	400-850 with a selection grade of 600-900.
(2) Lecturer ...	400-850 with a selection grade of 600-900.
(3) Craft Technician ...	400-850
(4) Extension Teacher (Graduate) ...	250-550 with a selection grade of 550-700.
(4) Assistant Agriculture Supervisor.	
(5) Extension Teacher (Non-graduate) ...	200-450
(6) Assistant Teacher (Agriculture) (Non-graduate) ...	200-450
(7) Craft Teacher (Graduate) ...	250-550 with a selection grade of 550-700.

3. This recommendations of the Director, Education Department and of the Secretary, Education Department in respect of the officials in the above grades were as follows :

Serial no.	Categories of posts	Recommendations of the Director of Education	Recommendations of the Secretary Education Department
1	2	3	4
		Rs.	
1	Posts of Sound Recording Engineer, Education Expansion Officer, Allahabad; Film Editor; Statistician, State Institute of Education etc., in the scale of pay of Rs.200—400.	250—550	..
2	Laboratory Incharge, Education Expansion Office, Allahabad in the scale of pay of Rs.150—260.	250—550	The post may be treated to be in the pay-scale of Rs. 150—350 for purposes of revision.
3	Social Education Inspector, Education Expansion Office, Allahabad, in the scale of pay of Rs.160—280.	225—500	
4	Cameraman, Education Expansion Office, Allahabad, in the scale of pay of Rs.160—320.	200—450	
5	Artist in the scale of pay of Rs.180—380.	250—550	The post may be treated to be in the pay-scale of Rs.150—350 for purposes of revision.
6	Lecturer in Metal Craft in the scale of pay of Rs.150—350.	250—550	
7	Propaganda Officer in the scale of pay of Rs.160—320.	..	The post may be taken to be in the scale of pay of Rs.150—350 for purposes of revision.
8	Distribution Officer (Rs.140—280) ..	225—500	..
9	Assistant Cameraman, Workshop Instructor, Instructor etc., in the scale of pay of Rs.100—180.	160—320	..
10	Assistant Sound Recording Engineer (Rs.120—250).	200—450	..
11	Technical Assistant (Rs.140—280) ..	225—500	The post may be treated to be in the scale of pay of Rs.150—350 for purposes of revision.
12	Assistant Master (Music) (L. T.) (Rs.150—350.)	250—550	..
13	Assistant Master, Metal and Plastic Craft (L.T.) (Rs. 150—350).		
14	Assistant Master, Hindi, Urdu, Persian, Sanskrit etc., in the scale of pay of Rs.120—250.		
15	Film Checker (120—220) Film Reader (120—220)	200—450	The post may be treated to be in the scale of pay of Rs. 120—250 and then the revision may be made.
16	Assistant Teacher (Music) (C. T.) (Rs.120—250)	250—550 (a Selection grade of Rs. 500—650)	

Serial no.	Categories of posts	Recommendations of the Director of Education	Recommendations of the Secretary Education Department
1	2	3	4
		Rs.	
17	Assistant Teacher (Arts), Assistant Teacher, Physical Education, Assistant Teacher, Wood Craft, Assistant Teacher, Bee-Keeping, Painter, District Librarian, Assistant Librarian (Women), Cataloguer etc., in the scale of pay of Rs.120—250.	200—450	
18	Assistant Teacher, Arts/Physical Education/Spinning and Weaving; Chief Instructor etc., in the scale of pay of Rs.150—350.	250—550	
19	Assistant Teacher, Sweing, Artist, Reference Assistant; Technical Assistant, Landing Assistant etc., in the scale of pay of Rs. 140—280.	225—500	
20	Chief Operator, Paper-making Instructor, Electrical Supervisor etc., in the pay scale of Rs.100—160.	160—320	
21	Workshop Instructor in the scale of pay of Rs.100—180, Operator (Rs.80—140); Band Master, Swimming Master, Wrestler, Drill Instructor etc. (Rs. 65—90).	120—220	
22	Operator (Rs.80—140) ..	140—280	
23	Trained Graduates' Grade (L. T. Grade) for Assistant Mistresses and Assistant Masters of Government High Schools and Normal Schools and Assistant Masters/Assistant Mistresses of Languages (Rs.150—350).	250—550	
24	Assistant Masters/Assistant Mistresses in C. T. Grade (Rs.120—250).	220—450	
25	Craft Technician (Rs.150—350) ..	250—550	
26	Extension Teacher (Graduate) Assistant Agriculture Supervisor (Rs.160—280).	250—550	The posts may be deemed to be in the scale of pay of Rs.150—350.
27	Extension Teacher (Non-Graduate) (Rs.120—250).	200—450	..
28	Assistant Teacher, Agriculture (Non-Graduate) (Rs.120—220).	200—450	The post may be deemed to be in the scale of pay of Rs.120—250.
29	Craft Teacher (Rs.150—350) ..	250—550	..
31	Craft Teacher (Rs.120—220) ..	200—450	The post may be deemed to be in the scale of pay of Rs.120—250).
31	Craft Teacher (Rs.120—250) ..	200—450	..
32	Craft Teacher (Rs.100—180) ..	160—320	..
33	Craft Teacher (Rs.80—125) ..	140—280	..

4. We have carefully considered the demands made by the Service Associations as also the recommendations made by the Director of Education and those made by the Secretary Education Department, as also the pay structure evolved by us. Except in the following cases in which adequate reasons for a departure were forthcoming, the recommendations will be found to be in accordance with the general pattern :

(1) *Sub-Deputy Inspectors of Schools/Assistant Inspectors of Girls' Schools*—In view of the higher responsibilities of these officials we have recommended for them a higher scale of Rs.325–575 instead of the scale of pay of Rs.300–550 to which they were entitled along with a selection grade of Rs.350–700 for 10 per cent of the total permanent strength.

(2) *Additional Assistant Secretary, Board of High School and Intermediate Education*—Considering the duties and responsibilities attaching to this post, we have recommended for it the scale of pay of Rs.450–850 instead of the scale of pay of Rs.400–750.

(3) *Technical Assistants*—From the details placed before us, it was not clear as to what exactly are the educational qualifications prescribed for the posts and duties assigned to their incumbents. With the details at our disposal we consider that the scale of pay of Rs.250–425 would be quite adequate for them.

(4) *Craft Teacher*—The undergraduate craft teachers are at present in two different scales of pay of Rs.120–250 and Rs.120–220. The educational qualifications required for the two categories of posts are reported to be the same. Nothing has been stated in regard to their duties and responsibilities either, which could distinguish the two categories of teachers. We have, therefore, recommended a common scale of pay of Rs.250–7–285–9–375–10–425 for all of them.

(5) *Extension Teacher Graduate/Assistant Agricultural Supervisor*—The above officials are in the scale of pay of Rs.160–280. They are recruited through a departmental selection committee. The prescribed minimum qualification is B. Sc. (Agriculture). We have been informed by the Prasar Shikshaks that out of the 737 employees in this scale some are M. Sc., some are M. A. and some are B.Sc. (Agriculture) and some are L.T.s. Their scale prior to April 1, 1965, was Rs.120–300, which was the scale admissible to L. T. grade teachers. Arts and Craft Teachers of the L. T. Grade were also getting pay in this scale. The Pay Rationalization Committee allowed them the scale of pay of Rs.160–280, while to the Art and Craft Teachers of L. T. grade, the scale of Rs.150–350 was allowed. These people have pleaded that they have all received 18 months in-service-training, including nine months training in pedagogy. They have demanded a pay scale at par with the scale allowed to trained graduate teachers. In the above back ground, the educational and training qualifications of the officials of this category, and the recommendation of the Education Department, we find force in the demand made by the aforesaid association and recommend that those teachers who possess the minimum qualifications prescribed for the post, have received in-service-training, or have since been approved by the Public Service Commission for the post, may be allowed the same scale of pay as we have proposed for L. T. grade teachers (i.e. Rs.300–10–350–12–470–16–550), instead of that of Rs.280–450 to which they would have been entitled on the basis of their existing scale. We are unable to recommend a higher scale than Rs.280–450 for those who do not possess the minimum qualifications prescribed for the posts by the Education Department.

The details of our recommendations in respect of the posts comprising this Service will be found in Part II of our Report.

(f) **Junior High Schools and Basic Primary Schools of the merged Tehri and Rampur States, Government Model Schools, Assistant Masters/Assistant Mistresses in the J.T.C. and H.T.C. grades and the Matrons of the Government Girls Schools, Government Oriental College, Rampur, Government Nursery Schools and Government Sanskrit Pathshalas.**

(1) **Junior High Schools and Basic Primary Schools of the merged Tehri-Garhwal and Rampur States.**

These Schools were taken over by Government on the merger of the Tehri and Rampur States and like other Junior High Schools and Primary Schools previously run by local bodies which have now come under the control of the Uttar Pradesh Basic Shiksha Parishad, these schools will presumably be transferred, in course of time, to the charge of the said Parishad.

2. The following scales of pay were sanctioned by Government for the teachers of these Schools with effect from April 1, 1965 :

(i) <i>Junior High Schools</i>		Rs.
1. Head Master	...	100–4–120–5–180.
2. Assistant Master	...	80–3–125 (for trained H. T. C./ V. T. C. Rs. 75 fixed for un- trained)

(ii) *Basic Primary Schools*

- |                     |     |   |
|---------------------|-----|---|
| 1. Head Master      | ... | 80-3-140  |
| 2. Assistant Master | ... | 80-3-125 (if trained and Rs.75 fixed if untrained). |

No specific recommendation has been made by the Director of Education about the scales of pay of the teachers of these schools, while the recommendation of the Secretary, Education Department, referred to elsewhere, for assuming the existing scale of pay as that of Rs.100-180, where it is less than the same, applied to these cases as well.

3. We have considered the matter and see no point of distinction between the scales of pay of teachers of these schools and those of the teachers of the Senior Basic and Junior Basic Schools previously run by local bodies and now under the control of the Uttar Pradesh Basic Shiksha Parishad. We have, accordingly, recommended the same scales of pay for the teachers of these schools as have been recommended by us for their counterparts in the Senior Basic and Junior Basic Schools of the Basic Shiksha Parishad. The details of our proposals in respect of these teachers are contained in Part II of this Report.

(2) *Government Model Schools*

These Schools are generally attached to the training colleges so as to provide the necessary field for practical training of the trainees. Accordingly, in the matter of scales of pay these schools have a pattern of their own.

2. Until issue of orders by Government in G. O. No. 535/65/15 (1), dated June 20, 1972, there were two different scales of pay for the Head Masters of these schools. The scale of pay of the Head Masters in the Schools up to Class V was Rs.120-250, while the scale of pay of the Head Masters in Schools up to Class VIII was Rs.150-350. A similar position also obtained before revision of the scales of pay of these teachers with effect from April 1, 1965. With the orders issued in the aforesaid Government Orders a uniform scale of pay, viz. that of Rs.120-6-150-EB-6-180-EB-10-230-EB-10-250, became applicable to the Head Masters of all these schools. It has been brought to our notice that the Head Masters of these schools are appointed by promotion from amongst the Assistant Masters of these very schools and for the post of the latter the prescribed minimum educational qualification is High School with Junior Teacher's Certificate or Basic Teacher's Certificate. After taking into account this position and other relevant details, we have come to the conclusion that a uniform scale of pay should be allowed to the Head Masters of all these schools and have accordingly, recommended the scale of pay of Rs.250-7-285-9-375-10-425 for all of them.

3. So far as the Assistant Masters of these schools are concerned, the aforesaid Association has suggested that they should be allowed the scale of pay sanctioned for C. T. grade teachers. These Assistant Masters are at present reported to be in the scale of pay of Rs.100-4-120-5-180 and Rs.80-3-125. Keeping in view the qualifications required of the teachers of this category and their duties in Model Schools, we see no reason for having two different grades for them. We have accordingly recommended for the Assistant Masters of these schools a uniform scale of pay of Rs.200-5-250-6-280-8-320.

(3) *Assistant Masters/Assistant Mistresses in the J. T. C. and H. T. C. grades and the Matrons of the Government Girls Schools.*

For the teachers in the scale pay of Rs.100-180, who are High School and trained, we have recommended a scale of pay of Rs.200-5-250-6-280-8-320, while for the teachers in the scale of pay of Rs.80-125, who are Junior High School and trained, we have proposed a revised scale of pay of Rs.175-3-205-4-225-5-250. Our recommendations in this behalf are in accordance with our suggestions in respect of similar teachers of the Junior/Senior Basic Schools of the Basic Shiksha Parishad.

2. With regard to the Matrons in the scale of pay of Rs.140-8-180-10-280 who are reported to be graduates with Home Science as one of their subjects in the Intermediate examination, the Director, Education Department, has recommended a scale of pay of Rs.225-500, but no specific recommendations has been made by him about the Matrons, in the scale of pay of Rs.120-6-180-8-220, who are only High School. The Secretary to Government, Education Department has, however, recommended that the existing scale of pay of the Matrons



of the latter category may be assumed to be that of Rs.120-250 for purposes of the current revision. Keeping in view the duties of the Matrons and the general pattern evolved by us, we have recommended a scale of pay of Rs.280-8-320-9-410-10-450, for the Matrons in the scale of pay of Rs.140-280 and that of Rs.230-6-290-8-330-10-380 for those in the scale of pay of Rs.120-220,

(4) *Government Oriental College, Rampur*

It has been brought to our notice that this College, which is an institution of its own kind, imparts education on the lines of Darsey Nizami in addition to preparing students for the degrees/certificates of Kamil, Fazil, Alim, Maulavi and Munshi. We have made our recommendations in regard to the teaching and non-teaching staff of this institution in the light of the general pattern evolved by us. The details of the recommendations made will be found in Part II of this Report.

(5) *Government Nursery Schools*

The teachers of these institutions are generally in receipt of the scales of pay admissible elsewhere to trained graduate/under-graduate teachers and the teachers, who are High School and possess the relevant training qualifications. We have examined the pay structure of these teachers taking into account the prescribed educational qualifications and other relevant details and see no reason to disturb the existing arrangement. We have, accordingly, recommended for these teachers, the scales of pay which we have suggested elsewhere in revision of the scales of pay admissible to teachers of the relevant grades, except in case of the teachers at present in the scale of pay of Rs.80-125, for whom we have recommended a scale of pay of Rs.175-3-205-4-225-5-250.

(6) *Government Sanskrit Pathshalas*

The teachers of these institutions are also in receipt of the scales of pay admissible to trained graduate, under-graduate and matriculate teachers. We have considered their case with reference to the minimum educational requirements and other connected details and are of the view that the existing position in this behalf should continue. We have, accordingly, recommended for these teachers as well the scales of pay which we have recommended elsewhere, in revision of the scales of pay commonly known as the L. T., the C. T. and J. T. C. grades.

The details of our recommendations in respect of the staff of these institutions will be found in Part II of our Report.

(g) **Primary Schools and Junior High Schools** formerly run by Nagar Mahapalikas, Nagar Palikas, Zila Parishads and other Local Bodies and now under the control of the Board of Basic Education.

Our Constitution, in the Directive Principles, provides for universal free education to all children up to the age of 14 years, and in order to discharge this obligation, a large number of Primary Schools are being opened in the course of the Five-Year Plans. The Education Department of the State have stressed that the standard and efficiency of education imparted at the basic level should not be allowed to be low and inferior. In order to improve the standard of education, the State Government have accordingly enacted the U. P. Basic Education Act, 1972, (U. P. Act No. 34 of 1972) in August, 1972, thereby placing the administration of all the Basic Schools, so far run by local bodies, under the control of the U. P. Basic Shiksha Parishad. A separate Directorate of Basic Education has also been created for proper supervision and control of basic education.

2. These Schools - Primary Schools (Classes I to V) and Junior High Schools, (Classes VI to VIII) - called Junior and Senior Basic Schools, respectively, constitute the basic units in the educational set-up of the State and are spread all over the State, including the remote, undeveloped and inaccessible areas of the State. Naturally the number of such schools is very large, and keeping in view the population of the State and the fact that as per census of 1971, the percentage of literary among males is 31.8 and among females only 10.2, which is among the lowest in the country, many more such institutions are to be set up to achieve the goal of universal primary education enshrined in the Constitution. According to the figures made available to us at the end of the year, 1971-72, there were nearly 63,000 Junior Basic Schools and 9,000 Senior Basic Schools with nearly 2,50,000 teachers on their staff.

3. The scales of pay of the teachers of these institutions were last revised by Government in G. O. No. D-I-1026/XII-340/70, dated March 29, 1972, when they prescribed the following scales of pay for them, which were made applicable with effect from February 1, 1971 :

<i>Categories of teachers</i>	<i>Scale of pay sanctioned with effect from February 1, 1971</i>
<b>Primary Schools (Junior Basic Schools)</b>	
(i) Head Master/Head Mistresses	Rs.80-3-95-E. B.-3-110-E. B.-3-125-E. B.-3-140.
(ii) Assistant Masters/Assistant Mistresses (Trained)	Rs.80-3-95-E. B.-3-110-E. B.-3-125.
(iii) Assistant Masters/Assistant Mistresses (un-trained)	Rs.60-1-65-E. B.-1-70.
<b>Junior High Schools (Senior Basic Schools)</b>	
(1) Head Masters/ Head Mistresses	Rs.120-6-150-E. B.-6-180-E. B.-10-200.
(2) Assistant Masters/Assistant Mistresses	Rs.100-4-120-E. B.-5-145-E. B.-5-160.

4. The General Secretary, U. P. Prathmic Shikshak Sangh in his memorandum has demanded the following scales of pay for these teachers on the pattern stated to be prevalent in Centrally administered regions and States, alongwith dearness allowance at the Central Government rates :

- |   |                       |
|---|-----------------------|
| (1) Teachers in the Primary Schools     | Rs.165-10-215-15-350  |
| (2) Head Masters in the Primary Schools | Rs.220-15-310-20-430. |

The above Association has also made a demand for selection grade posts to the extent of fifteen per cent for the teachers of these institutions.

5. The U. P. Madhyamik Shikshak Sangh has suggested the following scales of pay for the teachers in the Junior and Senior Basic Schools :

- |  |         |
|--|---------|
|  | Rs.     |
| (1) Teachers in the Primary Schools    | 165-350 |
| (2) Teachers of Junior Schools         | 230-420 |
| (3) Head Master, Primary Schools       | 220-430 |
| (4) Head Master of Junior High Schools | 300-600 |

6. We have carefully considered the matter, and in the light of the pattern of pay scales evolved by us, and taking into account various factors including educational qualifications, we have proposed the following scales of pay for the teachers of the Junior and Senior Basic Schools :

*Junior Basic Schools :*

- |  |  |
|--|--|
| (1) Head Master/Head Mistresses            | (i) Rs.200-5-250-6-280-8-320<br>(For High School with training)          |
|  | (ii) Rs.185-3-215-4-235-6-265<br>(For Junior High School with training). |
| (2) Assistant Masters/Assistant Mistresses | (i) Rs.185-3-215-4-235-6-265<br>(For High School with training).         |
|  | (ii) Rs.175-3-205-4-225-5-250<br>(For Junior High School with training). |

*Senior Basic Schools :*

- |  |  |
|--|--|
| (1) Head Masters/Head Mistresses           | Rs.230-6-290-8-330-10-380.   |
| (2) Assistant Masters/Assistant Mistresses | (i) Rs.200-5-250-5-280-8-320<br>(For High School with training).         |
|  | (ii) Rs.185-3-215-4-235-6-265<br>(For Junior High School with training). |

NOTE—Those trained teachers who were recruited before the date of enforcement of these grades will be allowed the scale proposed by us for those who are High School pass and trained, and difference in grades on basis of qualifications may be made effective for fresh recruits in future.

The scales proposed by us, even though they may not wholly meet the demands of the Teachers' Association, compare favourably with some of the other States of the Indian Union.

7. We are of the opinion that in the interest of basic education greater emphasis should be laid on possession of requisite educational qualifications, specially the training qualifications, by the teachers in the Junior and Senior

Basic Schools. We feel, there is apparently no dearth of trained hands at least on the male side. We, therefore, recommend that recruitment of untrained male teachers in the above institutions should be stopped altogether. It may not, however, be possible to impose a total ban on recruitment of untrained Assistant Mistresses needed in the girls' schools, as there might still be shortage of trained female teachers. We, however, feel that with the rapid expansion of additional educational training facilities, it should, be possible to put a stop to the recruitment of untrained lady teachers also within a period of ten years or so. In the circumstances, for the untrained Assistant Teachers, who have already been appointed in the scale of pay of Rs.60-1-70, and such of the untrained lady teachers who may yet be appointed in the Junior Basic Schools for Girls, during the next ten years, we do not recommend any running scale but would recommend grant of a fixed pay of Rs.170 per mensem. The untrained teachers should, as a policy, be encouraged to obtain the necessary teaching qualification and when they have done so, they would automatically be eligible to get the revised scale of pay of Rs.185-265 or Rs.175-250, in accordance with their educational qualifications. We are making these recommendations in the hope that higher grades of salary will materially improve the standard of education in these Schools.

8. Full details of our recommendations about the scale of pay of teachers in the Junior and Senior Basic Schools are given in Part II of our Report.

**(h) National Cadet Corps and Pradeshiya Shiksha Dal Yojna**

The National Cadet Corps is headed by a Director of the rank of Brigadier with Headquarters at Lucknow, who works under the general supervision of the Director General N.C.C., New Delhi. There are reported to be 15 N.C.C. Group Headquarters in different districts of the State. Each group Headquarters looks after three or four districts and has about ten units under a Commander. A N.C.C. Unit consists of the following Cadet Battalians :

- (1) Senior Division Army (includes Engineers, E.M.E., Signal and Medical Units, Navy and Air Units.)
- (2) Junior Division Army, Navy and Air Units.
- (3) Girls' Division--Senior and Junior Girls Wing Units.

The Senior Division Cadets are between the ages from 15 to 26 years and those in the Junior Division from 13 to 17 years.

2. The Director, N.C.C. has reported to us that the N.C.C. organization is a quasi-military Organization. The staff in the N. C. C. Directorate is required to be conversant with the Rules and Procedures of the Central Government as also of the Military Organization in addition to the knowledge of rules and procedure applicable under the State Government. The Director feels that it would be worth while if the staff of the N.C.C. Directorate is allowed higher scales of pay as is allowed to other Civilian establishments. He has in this connection proposed the following scales of pay for various posts :

Name of the post		Existing pay scale	Proposed pay scale
1		2	3
		Rs.	Rs.
1. Executive Officer ..	..	250-550	550-30-700-40-900-40-1,100-50-1,300.
2. Auditor ..	..	200-400	500-50-850
Head Clerk ..	..	160-320	
Head Clerk ..	..	150-260	
3. Junior Clerk ..	..	100-180	325-10-375-15-525-20-550.
4. Senior Division Clerk.. }			
Accountant .. }	..	120-220	
Mechanic .. }	..		
5. Ship Modelling Instructor ..	..	140-280	425-15-500-20-600-30-750
Aero-Modelling Instructor ..	..	140-280	
6. Drivers ..	..	80-140	225-5-280-10-350
	..	75-115	
7. Laskers, Peons, Boat Keeper, Chaudidar, Sweeper.		55-75	225-5-275-5-300

3. We have also received a representation from the Executive Officers of the Pre-Selection Training Centres in which they have mentioned that the minimum educational qualifications for recruitment to the post of Executive Officers is post-graduate degree and selection is made on the basis of a written examination followed by an interview before the Board of Officers convened by the Director, N.C.C. at Lucknow. The Executive Officers have demanded that their scale of pay should be raised to Rs.300-900.

4. We have also received a memorandum from the Laskers of the N.C.C. Directorate who have mentioned that they are responsible for the proper up-keep and maintenance of Arms in the N.C.C. Directorate. Prior to the Pay Rationalization Committee Report, they were allowed a fixed pay of Rs.50 per month but with effect from April 1, 1965, their scale of pay has been revised to Rs.55-75. They have demanded that their scale of pay should be higher than those of the peons as they perform duties of an important nature regarding proper up-keep and maintenance of Arms, etc.

6. We have considered all these demands and have proposed necessary scales of pay on the basis of the Scale to scale revision which we have generally adopted. Looking at the nature of duties and responsibilities of the Executive Officers and their present scale of pay, we have allowed them a scale of Rs.400-15-475-20-575-25-750.

7. We have given due consideration to the demand of Laskars and have proposed a scale of Rs.165-2-185-3-215 for them. We have noticed that the Aero-modelling Instructors and Ship-modelling Instructors are required to possess five years' experience of work. We recommend to Government that the Institutions from where such a training is received may also be specifically mentioned in the qualifications required for these posts.

8. It has also been brought to our notice that the scheme Pradeshiya Shiksha Dal Yojna is being wound up and employees of the Organization are being absorbed in other posts of the Education Department. Nevertheless the scales of pay of the employees need to be revised suitably so that the permanent employees of the Organization may not lose their service benefits. We have accordingly proposed their scales on the basis of their existing emoluments. Full details of the scales of pay proposed for N.C.C. and Pradeshiya Shiksha Dal Yojna, Uttar Pradesh, are given in part II of our Report.

(i) **MINISTERIAL AND INTERIOR ESTABLISHMENTS OF THE OFFICE OF THE DIRECTORATE OF EDUCATION BOARD, OF HIGH SCHOOL AND INTERMEDIATE EDUCATION, REGISTRAR, DEPARTMENTAL EXAMINATIONS AND OTHER SUBORDINATE OFFICES INCLUDING GOVERNMENT EDUCATIONAL INSTITUTIONS.**

**The Directorate of Education**

The total ministerial strength of the Directorate of Education, as on September 30, 1971 was reported to be 656, including seven Head Assistants, and 38 Assistants Incharge. The Directorate had 31 Sections such as Appointment, Establishment, Accounts, Copying, General, Basic Education, Social Education etc., in which the work at the Headquarters was handled.

2. Recently it was brought to our notice that the Directorate of Education has been trifurcated into the following three Directorates :

- (1) Directorate of Higher Education.
- (2) Directorate of Secondary Education.
- (3) Directorate of Basic Education.

Necessary arrangement about the distribution of work among the three Directorates has also been made in Education Section (1) G. O. No. 7322/15/1/107/1972, dated November 18, 1972.

3. The administrative arrangement described in paragraph 2 above was not in force when the Commission collected requisite information about the posts, their number, scales of pay, prescribed qualifications, duties etc. It was also not in shape when the evidence of the Service Associations and of the then Director of Education was recorded. So, we have considered the question about the revision of scales of pay of the officers and staff of the Directorate of Education as a single unit, as it was under the control of a single Director of Education and have proposed the scales of pay accordingly. As the circumstances are,

we have to leave it to Government to implement our recommendations about the revised scales of pay in accordance with the revised administrative structure of the Directorate of Education as might ultimately emerge.

4. Sri V. D. Pasbola, President, Directorate of Education's Ministerial Officials' Association, Allahabad, in a memorandum had suggested that the minimum wage should not be less than Rs.180, and that in the scales of pay to be devised by the Commission, the system of dearness allowance should be abolished and the rise in prices be neutralised 100 per cent for every Class IV and Class III employee. The Association also pleaded for the grant of the Secretariat scales of pay and has proposed that the ministerial employees of the Directorate of Education be allowed the following scales of pay :

		Rs.
Routine Clerk	...	325-10-375-15-525-20-585.
Junior and Senior Noter and Drafter	...	425-15-500-20-600-30-750.
Assistant Incharges and Head Assistants	...	550-850.
Leave Reservist	...	275-9-320.
Stenographer Grade I	...	425-750.
Stenographer Grade II	...	325-585.

5. The then Director of Education, Uttar Pradesh has proposed the following scales of pay for some ministerial posts in his office :

Name of the post	Existing scale of pay	Proposed scale of pay
1	2	3
	Rs.	Rs.
1. Head Assistant ..	350-450	500-50-850
2. Head Clerk/Incharge ..	160-320	500-50-850
3. Senior Noter and Drafter ..	140-280	425-15-500-20-600-30-750.
4. Junior Noter and Drafter ..	120-220	200-15-275-15-350-20-450.
5. Statistician ..	120-250	200-15-275-15-350-20-450.
6. Statistical Investigator ..	120-250	200-15-275-15-350-20-450.
7. Statistical Assistant ..	200-400	350-675
8. Stenographers ..	160-320	250-550

6. We have considered the matter and we do not find it necessary to make any general departure from the general pattern of the scales of pay which we have recommended for the ministerial and inferior employees in various other Government offices. We, however, notice that there are two posts of Statisticians in the office of the Director of Education in the scale of pay of Rs.120-250. The Director of Education has proposed the scale of Rs.200-15-275-15-350-20-450 for these posts. We have recommended a revised scale of Rs.250-425 for this post. In the absence of full details about the duties and responsibilities of this post, we are not very sure whether the existing designation of this post is the correct one. The posts with this designation generally carry better scales of pay. It may be worthwhile for the Government to examine if the designation of this post needs to be altered. We also recommend that there should be two posts of Stenographers in the selection grade of Rs.400-20-600 for the office of the Director of Education. As regards the post of Chintak in the office of the Director of Education, we have proposed a scale of pay of Rs.185-3-215-4-235-6-265 after taking into account its qualifications.

### The Board of High School and Intermediate Education

7. The Board of High School and Intermediate Education, Uttar Pradesh is reported to be one of the biggest examining bodies of its kind in the country. According to the figures published by the Directorate of Education, the number of students appearing for the Intermediate and High School Examinations conducted by the Board in 1971 was as follows :

	Number of students who applied for admission to the examination	Number of students who appeared in the examination	Number of students who passed in the examination
	1	2	3
<i>Intermediate Examination :</i>			
Boys ..	2,49,683	2,23,786	1,04,665
Girls ..	51,221	46,421	29,281
Total ..	3,00,904	2,70,207	1,33,946
<i>High School Examination :</i>			
Boys ..	4,83,161	4,47,949	1,69,383
Girls ..	81,477	74,824	49,262
Total ..	5,64,638	5,22,773	2,18,645

8. The total strength of the Board's office is reported to be 554. It is understood that the Board is being split up ; and a Regional Office at Meerut has already been set up. As the full scheme about the reorganization of the Board was not made available to us, we have made our recommendations after taking into account the Board's office as one unit.

9. Sri J. N. Tiwari, General Secretary of the Uttar Pradesh Madhyamik Shiksha Parishad Karmik Association submitted a memorandum saying that the scales of pay of the employees of the Board of High School and Intermediate Education should be the same as might be sanctioned for the employees of the Public Service Commission, the High Court and the Board of Revenue. It has also been proposed that instead of the existing system of Head Clerks, and Station Incharges, there should be a cadre of ten posts of Superintendents and 20 posts of Assistant Superintendents. The posts of Assistant Secretary, Additional Assistant Secretary and Deputy Secretary should be filled by promotion from amongst the ministerial employees.

10. Another representation has been received from the President of the Gopniya Vibhag Hitkarini Samiti of the Board in which a demand has been made that the Assistants in the Confidential Section of the Board's Office should be allowed the same scale of pay as is allowed to Assistants of the Confidential Department of the office of the Public Service Commission, Uttar Pradesh, Allahabad. It has also been demanded that the scales of pay of the Departmental Incharges should be the same as were prescribed for the Superintendents and Assistant Superintendents in the Secretariat in the past and that there should be avenues for promotion of the Assistants of the Confidential Section in gazetted and non-gazetted posts in the Board's Office.

11. The Secretary of the Board has informed us that prior to April 1, 1965, the scale of pay of the post of Assistant Secretary (Ministerial) of his office was Rs.300-500. The Pay Rationalization Committee, reduced the scale of pay of this post to Rs.350-450. This proposal was accepted by the Government. In October, 1969, the scale of pay of the posts of Head Clerk (Main office) and the Superintendent (Confidential Section) were upgraded to Rs.350-450. In this way, their scales of pay were brought at par with the scale of pay of Assistant Secretary (Ministerial). This created an administrative problem for the office of the Board and a request has been made to us that the scale of pay of this post should be revised to Rs.400-550. There is force in the contention of the Secretary, Board of High School and Intermediate Education. We have therefore, proposed the revised scale of Rs.450-25-700-30-850 for the post of Assistant Secretary (Ministerial) of this office, while the scale of pay recommended by us for the posts of Head Clerks and the Superintendent, Confidential Section at present in the scale of pay of Rs.350-450, is Rs.450-25-700.

12. One post of Pradhan Karnik and two posts of Atirikt Pradhan Karnik have been reported in the said office in the scale of Rs.160-320. The Secretary, Board of High School and Intermediate Education has informed us that prior to the enforcement of the recommendations of Pay Rationalization Committee, their scale of pay was Rs.280-350. The scale of pay of the corresponding post of Head Clerk and Superintendent (Confidential Section) is reported to be Rs.350-450. Looking at the nature of their duties and responsibilities, the Secretary of the Board has suggested that the designation of the Karnik and Pradhan Karnik, may be changed to that of Head Assistant and their scales of pay should be revised on the basis as if their existing scale was Rs.350-450. We have given due consideration to this matter and feel that the nomenclature of these posts is confusing and needs to be modified suitably. On the basis of their existing scales of pay, and supervisory duties, we have proposed the scale of Rs.350-15-500 for them.

13. Another point which has been made by the Secretary of the Board in this connection relates to the revision of the scale of pay of 19 Section Incharges in his office. Their existing scale of pay is Rs.160-320 and it has been proposed that their scale may be revised after equating them with the Section Incharges of Confidential Section in the Scale of Rs.200-15-380-20-400. It has, however, been reported to us that the scale of pay of Section Incharges of the Confidential Section were fixed after taking into account the nature of duties and responsibilities of these posts. No plausible reason has been advanced for giving parity in the scales of pay of the Section Incharges (Main Office) with those of the Section Incharges in Confidential Section. In the circumstances we are unable to accept this proposal and have proposed revision on the normal pattern adopted by us.

14. As regards the demand of the employees of the General Office and the Confidential Section of the Board for grant of parity with the staff of the Secretariat and the Public Service Commission, we feel that the nature of work in the offices of the Secretariat and the Public Service Commission on the one hand and the Board of High School and Intermediate Education on the other is quite different. The position about the nature of work done in the Secretariat has been explained in the relevant Chapter. The Public Service Commission has not only to conduct examinations for various categories of gazetted and non-gazetted posts, but has also to advise Government on various matters relating to interpretation and amendment of Service Rules, disciplinary action and other general matters. The work done in these offices, has no similarity with that done in the office of the Board. We are, therefore, not in favour of granting the same scales of pay as have been allowed by us to the Secretariat staff or that of the Public Service Commission. As regards their demand for promotion to the posts of Assistant Secretary (Ministerial), etc. in the office of the Board of High School and Intermediate Education, necessary decision can be taken only at Government level.

15. The details of our recommendations in respect of the staff of the aforesaid office will be found in Part II of our Report.

## 20. TECHNICAL EDUCATION DEPARTMENT

### (a) Director of Technical Education

The Directorate of Technical Education was established in Government Order No. 4093/Ed/18 Gha-165/ED/61, dated August 2, 1961 in the year 1961 to co-ordinate the activities and look after the work relating to Government and aided Polytechnics and other Engineering Institutions. This Directorate is responsible for the following Engineering and Technological Institutions.

- (1) Institute of Paper Technology, Saharanpur-1.
- (2) Government Central Textile Institute, Kanpur-1.
- (3) Government Leather Institutes at Agra and Kanpur-2.
- (4) Northern Regional Institute of Printing Technology, Allahabad-1.
- (5) Government Girls' Polytechnic, Lucknow-1.
- (6) Government Polytechnics-13.
- (7) Aided Polytechnics-15.
- (8) Government Secondary Technical Schools-12.

2. Prior to the year 1961, the Directorate of Technical Education was a part and parcel of the Directorate of Industries, U. P., Kanpur, and office work was handled in the Technical Education Section of the said Directorate. The scales of pay of the employees in the said section were the same as were admissible to the employees in other sections of the Directorate of Industries, Kanpur. The Director of Technical Education in his letter no. 4/EPRC, dated April 1, 1972 has stated that prior to April 1, 1965, the scales of pay of the ministerial employees were based on similar nature of duties and responsibilities as were applicable for other ministerial posts in the office of the Director of Industries. But after the report of the Pay Rationalization Committee in 1965, the scales of pay of the Head Assistant, Office Superintendent, Assistant Office Superintendent, Noter and Drafter and Technical Assistants in the office of the Directorate of Technical Education were fixed at a lower scale. This resulted in financial loss even to those employees of the Directorate of Technical Education who were getting higher scales in their parent department. The Director of Technical Education is reported to have referred the matter to the Government to remove this anomaly and has now proposed the following scales of pay for the consideration of the Pay Commission :

Name of the post	Existing scale in the Directorate of Technical Education	The scale of pay in the Directorate of Industries	Scale proposed by the Director
1	2	3	4
	Rs.	Rs.	Rs.
1. Deputy Director ..	750—1,400	..	750—1,400
2. Assistant Director ..	300—900	..	600—1,250
3. Head Assistant ..	250—525	..	400—550
4. Office Superintendent ..	250—525	350—450	400—550
5. Assistant Office Superintendent.	150—260	160—320	200—450
6. Senior Noter and Drafter ..	120—250	140—280	180—380
7. Technical Assistant ..	140—280	160—280	180—380
8. Junior Noter and Drafter ..	120—220	120—220	160—320
9. Routine Clerk, Typist ..	100—180	100—180	140—280
10. Senior Accounts Inspector	160—320	160—320	200—400
11. Chief Accounts Inspector ..	200—400	200—400	Same as might be prescribed for Senior Auditor.



Name of the post	Existing scale in the Directorate of Technical Education	The scale of pay in the Directorate of Industries	Scale proposed by the Director
1	2	3	4
	Rs.	Rs.	R .
12. Junior Accounts Inspector	120—250	120—230	160—320
13. Superintendent Planning Section.	180—380	..	225—500
14. Senior Investigator ..	200—400	200—400	250—550
15. Junior Investigator ..	160—280	160—280	200—350
16. Statistician .. ..	120—250	120—250	160—320
17. Stenographer .. ..	160—320	160—320	200—400
18. Peon and Orderly Peon ..	55—75	55—75	100—180
19. Daftari ..	60—80	60—80	100—180
			plus special pay of Rs. 20.
20. Driver .. ..	75—115	75—115	120—220

3. There is also a post of Accounts Officer in the Directorate of Technical Education. It has been reported by the Director of Technical Education in his letter no. 24675/E/17, dated March 10, 1972, that as far back as in 1963-64, he had proposed creation of a post of Senior Accounts Officer in the scale of Rs.500—1,200. But the Government had been pleased to sanction the creation of a post in the scale of Rs.250—850 only. The above post of the Accounts Officer is neither in the cadre of the U. P. Finance and Accounts Service nor it is in the cadre of U. P. Technical Education Service. It has also been mentioned that the Accounts Officer has to look after the accounts work relating to many Technical institutions under the control of the Director of Technical Education and has also to render advice in a large number of matters. So the existing scale of Rs.300—900 cannot be said to be adequate enough for the Accounts Officer doing such important and technical nature of work. The Director has proposed that the existing scale of pay of Rs.300—900 of the post of Accounts Officer may be revised to Rs.400—1,000. The Technical Education Department in their letter no. 1651/ED/18D/257 (1)/ED/71, dated April 14, 1972, have informed the Pay Commission that they agree with the recommendations of the Director of Technical Education.

4. We have considered all the above proposals made by the Director, Technical Education, as also the Technical Education Department and feel that there is not much justification for up-grading the post of Accounts Officer in the Directorate of Technical Education. We have consequently revised the scale of this post as also of other posts in the Office of the Directorate of Technical Education in accordance with the general pattern evolved by us. We leave it to Government to revise the scale of the post of Accounts Officer, after examining the workload and other factors, if they consider that the scale of this post needs further upward revision.

The details of the scales of pay proposed for the staff of the Directorate of Technical Education are given in Part II of this Report.

#### (b) BOARD OF TECHNICAL EDUCATION

The Board of Technical Education was established under the Technical Education Act, 1962. The Board is required to advise State Government about the development of Technical Education and prepare syllabus for Diploma and Certificate Courses which are in vogue in various polytechnics and other technical institutions. The Board is also required to conduct annual examinations and to award diplomas and certificates to the successful candidates. According to the syllabus of the Technical Education Department, the duration of courses ranges from two to four years after High School. We have been informed that there is difference in the system of tabulation of mark-sheets as is adopted by the Board of High School and Intermediate Education and that which is adopted by the Board of High School and Intermediate Education and that

which is adopted by the Technical Education Board. The Technical Education Board has to maintain a running account of the mark-sheets obtained by the students in various terminal examinations, while the Board of High School and Intermediate declares the results on the basis of the last annual examination. The system prevalent in the Board of Technical Education allegedly makes the examination work a complicated and arduous job.

2. It has been reported that prior to the year 1965, the scales of pay for the Board of High School and Intermediate Education and for the Technical Education Board were the same. But there has come to exist a disparity in the scale of pay allowed to officials of the two Boards, after the implementation of the recommendations of the Pay Rationalization Committee (1965). There is no doubt that the number of examinees of the Technical Board is less than those in the Board of the High School and Intermediate Education. But taking into account, the difficulties and important nature of work performed by the Technical Education Board, a demand has been made that there should be parity in the scales of pay with the employees of the Board of High School and Intermediate Education.

3. The Secretary of the Technical Education Board, has proposed the following scales of pay for various categories of employees of his office :

Name of the post	Existing scale of pay	Scale of pay in the Board of High School and Intermediate Education	Proposed scale of pay
1	2	3	4
	Rs.	Rs.	
1. Secretary	600—1,250	700—1,400	Same scale as might be prescribed for the Secretary of the Board of High School and Intermediate Education or Deputy Director of Education or Director Technical Education.
2. Deputy Secretary	300—900	300—900	Same as might be prescribed for the Deputy Secretary, Board of High School and Assistant Director of Education and Assistant Director, Technical Education.
3. Assistant Accounts Officer.	250—750	..	Same as might be prescribed for the Deputy Secretary, Board of High School and Assistant Director of Education and Assistant Director, Technical Education.
4. Superintendent of Examination.	225—500	..	Same as might be prescribed for the Lecturers in the Technical Institutions.
5. Office Superintendent	250—325	350—450	As might be prescribed for the post of Office Superintendent for the Board of High School and Intermediate Education after revision.

Name of the post	Existing scale of pay	Scale of pay in the Board of High School and Intermediate Education	Proposed scale of pay
1	2	3	4
	Rs.	Rs.	
6. Senior Assistant (Confidential).	160—320	150—350	Same as might be prescribed for the Confidential Assistant of the Board of High School and Intermediate Education.
7. Senior Assistant ..	120—250	140—280	Same as might be prescribed for the Senior Assistant of the Board of High School and Intermediate Education.
8. Stenographers ..	120—250	160—320	Same as might be prescribed for the stenographers of the Board of High School and Intermediate Education.
9. Chief Accountant ..	150—260	..	200—450
10. Cashier, Junior Assistant, Noter and Drafter, Accountant.]	120—220	120—220	Same scale as might be prescribed for similar posts in the Board of High School and Intermediate Education
11. Accounts Clerk, Routine Clerk, Typist, Store-keeper-cum-Librarian.	100—180	100—180	Ditto.
12. Daftari, Peon Orderly Gateman, Chaukidar, Orderly, Pcon, Sweeper.	60—80	55—75	Ditto.

4. In this connection we have also received a representation from the confidential Assistants of the office of the Board of Technical Education in which a request has been made that they may be allowed the very same scale of pay as might be allowed to the Confidential Assistants in the Office of the Board of High School and Intermediate Education. The comparative scales of pay of the Confidential Assistant in the two offices mentioned above are given below :

Name of the post	Scale of pay of Confidential Assistant in the Board of High School and Intermediate Education	Scale proposed by the Pay Commission	Scale of pay of the Confidential Assistant in the Office of the Director of Technical Education	Scale proposed by the Pay Commission
1	2	3	4	5
	Rs.	Rs.	Rs.	Rs.
Confidential Assistant	150—350	300—10—350 E.B.—12— 470—E.B.— 16—550.	160—320	300—8—340— 10—440—12— 500

The nature of duties and responsibilities and volume of work of the Confidential Assistants in the offices of the two Board are not the same. In the circumstances, we do not see any justification for granting parity in the scales of pay of two categories of posts of Confidential Assistants.

5. We have also considered the question about the revision of scales of pay of various categories of employees of the Board of Technical Education and our recommendations which are based on the general pattern evolved by us, are given in Part II of our Report.

(c) GOVERNMENT POLYTECHNICS/NORTHERN REGIONAL INSTITUTE OF PRINTING TECHNOLOGY, ALLAHABAD/LEATHER INSTITUTE, AGRA AND KANPUR/GOVERNMENT CENTRAL TEXTILE INSTITUTE, KANPUR/GOVERNMENT GIRLS' POLYTECHNIC, LUCKNOW AND GOVERNMENT SECONDARY TECHNICAL SCHOOLS.

The above mentioned institutions are under the Directorate of Technical Education, Uttar Pradesh, Kanpur. The Government Central Textile Institute, Kanpur, is affiliated to Kanpur University for degree courses in Textile Technology and Textile Chemistry and the Board of Technical Education, Uttar Pradesh, for diploma courses in these subjects. Government Polytechnics at Azamgarh, Bareilly, Basti, Faizabad, Gonda, Gorakhpur, Jhansi, Kanpur, Khurja, Lucknow, Mirzapur, Moradabad and Shrinagar (Garhwal), conduct diploma courses in Civil, Electrical, and Mechanical Engineering. Some diversified courses like Automobile Engineering Electronics, Refrigeration and Air Conditioning have also been started in some of these Polytechnics. The Northern Regional Institute of Printing Technology at Allahabad, is conducting Printing Technology courses and Government Leather Institutes at Agra and Kanpur are running Leather Technology courses and Government Girls' Polytechnic, Lucknow, is running diploma courses in Electronics, Architectural Assistantship, and Stenography and Secretarial Practices. Twelve Government Secondary Technical Schools at Gorakhpur, Mirzapur, Daurala (Meerut), Taliyarganj (Allahabad), Faizabad, Bareilly, Lucknow, Azamgarh, Moradabad, Jhansi, Gonda and Ghazipur impart general education in Engineering trades. The Secondary Technical Schools are also affiliated to the Board of Technical Education, Uttar Pradesh. According to the information published by the Technical Education Department, the following number of students passed various courses in Civil Engineering, Electrical Engineering, etc. in the courses run by the Board of Technical Education during the year 1969 to 1971 :

1969	...	...	...	...	3,573 students.
1970	...	...	...	...	3,621 students.
1971	...	...	...	...	2,700 students.

2. We have received a memorandum from Sri Mangala Prasad, President on behalf of the U. P. Technical Education Service Association. This association is of gazetted officers of the Technical Education Department and has made the following suggestions about the revision of the pay scales :

(i) A telescopic scale of pay of Rs.500-1,250 plus usual allowances, teaching allowance or special pay at the rate of Rs.100 as the case may be, should be introduced for all the gazetted posts under the Directorate of Technical Education requiring minimum qualification of degree in Engineering or Technology.

(ii) For those officers, who hold Diploma in respective subjects, a scale of pay of Rs.500-1,200 plus usual allowance and teaching allowance or a special pay of Rs.100 p.m. should be granted.

(iii) The Association has suggested in this connection that if the recommendation made in para 2 above cannot be accepted, then the technical personnel in the department may be given parity in the scale of pay with the teaching staff working in the Engineering Colleges in

accordance with the recommendations of the Special Committee headed by Sri Damodaran as detailed below :

Principal Deputy Director/Secretary of Board  
of Technical Education .. .. Rs.1,800—2,250.

Heads of Department/Senior Lecturers/Assistant  
Director, Technical Education/Deputy Secretary .. Rs.1,300—1,600.

Lecturers/Workshop Superintendent/Fore-  
man/Head of G. S. T. S. .. .. Rs.700—1,250

(iv) A third suggestion made by this association is that if the above suggestions cannot be accepted then parity should be allowed in the scales of pay for various categories of officers with those working in the neighbouring States as detailed below :

Principal/Deputy Directors/Secretary Rs.1,600—1,800 or  
Board of Technical Education ... Rs.1,300—1,600, plus free resi-  
dence.

Head of Department/Senior Rs.750—1,300, plus Rs.100 as  
Lecturer/Assistant Director Technical Special Pay.  
Education/Deputy Secretary. ..

Lecturer/Workshop Superintendent Rs.400—1,00, plus Rs.100 as  
Foreman/Head of G. S. T. S. .. Special Pay.

3. This Association has also requested that rent-free suitable accom-  
modation should be provided in the campus and the dearness allowance should  
be paid at par with the Central Government rates. The Association has also  
demanded that the technical teachers should be allowed to pursue higher  
studies and full salary should be paid in addition to their allowance and  
scholarship during that period.

4. We have received the comments of the Director of Technical Educa-  
tion, vide his letter no. 1477-ED/18-D-182-ED/71, dated April 6, 1972, through  
Technical Education Department in which he suggested the following scales  
of pay for various categories of posts as mentioned below :

Name of the post	Existing scale of pay	Proposed scale of pay
1	2	3
	Rs.	Rs.
Workshop Superintendent ..	300—900	400—900
Lecturers .. ..	400—900	400—900
Senior Lecturers/Heads of Department	400—1,000	600—1,250
Principals .. ..	750—1,400	750—1,400 in addition to the above 33 per cent of posts should also be allowed in the selec- tion grade of Rs. 1,300 1,600.

He is not in favour of introducing telescopic scale of pay of Rs.500—1,250. He has mentioned that this scale is not in force in Engineering Colleges in the State. He has also mentioned in this connection that the Damodarn Committee has suggested that the scales of pay in Polytechnics and Engineering Colleges, should be identical. He, however, feels that if the above recommendation was accepted, it would create a great deal of dissatisfaction among the teachers in

Engineering Colleges. The teaching staff in the Engineering Colleges is expected to be of a High academic calibre. So the scales of pay between two categories of teaching staff cannot be brought at par. He has also suggested that the demand made by the U. P. Technical Education Service Association about the grant of study leave is worthy of consideration.

5. We have also received representation from the Principal of the Government Polytechnics for Girls, Lucknow, in which it has been stated that the existing scale of pay of the post is Rs.600-1,250, while the scale of pay of the Principals in other Polytechnics is Rs.750-1,400. It has been stated that she has to perform the very same duties and shoulder the same responsibilities as are performed by the Principals of other Polytechnics. She has requested that this disparity in the scales of pay of two sets of Principals should be done away with.

6. In addition to the above, the Commission has also received representation of the Lecturers in English and Hindi Stenography of Government Polytechnics for Girls, Lucknow, in which a request has been made to us that their existing scale of Rs.150-350 should be revised to Rs.250-550. It has been reported to us by the Director of Technical Education that the old scales of pay of such Instructors were Rs.120-300. After the introduction of the recommendations of the Pay Rationalization Committee Report, the revised scales were upgraded to Rs.150-350. The other Junior Lecturers are in the revised scale of Rs.250-550, but they have each got a post-graduate degree in their subjects. The Director of Technical Education has suggested that the scale of pay of Junior Lecturers in English and Hindi Stenography may be revised in the same manner as may be decided by the Pay Commission for similar posts in the scale of Rs.180-380 in other departments of Government.

7. We have also received a large number of representations from the Engineering Instructors of Government Polytechnics in which a request has been made that their existing scale of Pay of Rs.180-380 should be revised to Rs.350-850. The Engineering Instructors with five years' teaching service should be made eligible for the receipt of three advance increments. The designation of the post of Engineering Instructors should be changed to Assistant Lecturers. Some of the Workshop Instructors have also suggested that their present scales may be revised from Rs.100-180 to Rs.180-380.

8. Some of the Junior Lecturers of Physics, Chemistry, Mathematics, etc. in Government Polytechnics have represented to us that they were allowed the scale of pay of 250-550, while the Lecturers of Technical subjects like Engineering, etc. with degree in that subject were allowed a scale of Rs.400-900. A request was also made by them that the word "Junior Lecturer" should be dropped from their designation and they should be allowed the scale of pay of Rs.400-900 like the Lecturers in Engineering subjects. The Director of Technical Education disagrees with this suggestion. We have also received demands from the Honorary Secretary of the Northern Regional Institute of Printing Technology, U. P. Employees Parishad for revision of their scale of pay.

9. We have considered the various demands as mentioned above and we agree with the Director of Technical Education that it is not feasible to provide a telescopic scale of pay. Such a scale of pay has not been recommended by us for any service in the State. We are also unable to agree to the suggestion that the same scales of pay may be prescribed for the teaching staff in the above Institutions as have been allowed to teaching staff in the Engineering Colleges because the standard of courses and teaching in the two institutions are entirely different. There is also hardly any case for the grant of teaching allowance of Rs.100 p.m. because we have fabricated the scales of pay of the teaching staff after evaluating their duties and responsibilities as teachers. As regards the grant of study leave, we leave it to Government to decide because this subject is not within our purview. As regards the scales of pay of the Instructors, we have revised their scales on the basis of their existing scales of pay.

10. We feel that there is much force in the demands made by the Principal of the Government Girls' Polytechnic, Lucknow and have suggested a scale of pay of Rs.900-50-1,600 as for the Principals of other Government Polytechnics. We have also considered the question about the revision of scale of pay of Junior Lecturers in English and Hindi Stenography and feel that looking at their qualifications, there is not much justification for granting them higher scale of pay other than that as is admissible to them on the basis of their existing scale of pay.

11. As we have mentioned separately in our report on the aided Polytechnics, we are not in favour of granting parity in scales of pay to the Junior and other Lecturers in humanities and non-Engineering subjects like Physics Chemistry, Mathematics etc., with the scale of pay admissible to the Lecturers in Engineering. We have accordingly revised their scales of pay on the basis of general decision which we have taken for such posts in other departments.

12. We have been informed that the question about the continuance of the Government Technical Schools at Gorakhpur, Mirzapur, Daurala (Meerut), Allahabad, Faizabad, Bareilly, Lucknow, Azamgarh, Ghazipur, Jhansi, Gonda and Moradabad was under the consideration of Government and it has been decided that they will be continued. We have prescribed the necessary scales of pay on the basis of general decisions taken by us. We have been informed that the existing qualifications for the posts of Principal and Head of Secondary Technical Course-cum-Instructor in Engineering is High School with three years' Diploma course in Engineering.

13. Full details of our recommendations about the scales of pay which might be made applicable in the above mentioned institutions are given in Part II of our Report.

14. Various details about the rates of Dearness Allowance and C. C. A. as might be admissible to such employees, will be found in separate Chapter of our Report.



## 21. LABOUR DEPARTMENT

### (a) Organization of Labour Commissioner, Uttar Pradesh

The Labour Commissioner, Uttar Pradesh is Head of the Labour Department with his headquarters at Kanpur. He is assisted at his headquarters by two Additional Labour Commissioners, three Deputy Labour Commissioners, a Chief Boiler Inspector, a Chief Inspector of Factories, an Engineer (Electrical and Mechanical), an Executive Engineer, Senior Accounts Officer, four Assistant Labour Commissioners and other complementary staff besides ministerial and inferior staff. The Labour Commissioner and one of the two Additional Labour Commissioners, are members of the I. A. S. At the Regional level, there are three Deputy Labour Commissioners, four Assistant Labour Commissioners, Regional Conciliation Officers and Additional Conciliation Officers, to conciliate in the disputes between the employees and employers, besides Factory Inspectors and Assistant Welfare Officers. At the district level, there are Labour Inspectors. In the labour colonies, there are Welfare Superintendents and Housing Inspectors. The Labour Department is concerned with the enforcement and implementation of labour laws connected with conditions of service, wages and bonus, industrial relations, trade unions, social security, Labour Welfare Schemes and other connected matters.

2. The Labour Commissioner, as well as the various Service Associations of employees of the Labour Department have submitted replies to the questionnaire and also memoranda of their demands. The representatives of the Service Associations also appeared for oral evidence before the Commission. The main demands made by various service associations are as below :

(i) *Labour Inspectors*—It was stated that Labour Inspectors are concerned with the enforcement of different labour laws at district level which entails touring and working till late hours in the night. Their present pay scale is Rs.200—400. They have demanded the pay scale of Rs.350—750 and an allowance of Rs.100 p.m. for working as Public Prosecutors and a conveyance allowance of Rs.75 p.m. They have also demanded that to avoid stagnation, a selection grade scale of pay be recommended for Inspectors of Factories.

(ii) *Labour Department Stenographers' Association*—The senior scale of pay of Stenographers is Rs.160—320 and the junior scale is Rs.120—250. The Association has demanded a scale of Rs.300—550 for senior scale Stenographers of the Headquarter's office and a scale of Rs.200—350 for Stenographers of the subordinate offices. They have also demanded a selection grade of Rs.390—750.

(iii) *Ministerial Employees Association*—The Association has demanded the following revised scales for the existing pay scales :

Name of the post		Existing scale	Proposed scale
1		2	3
		Rs.	Rs.
1 Clerical posts .. ..	..	100—180 120—220 140—280	130—300 200—400
2 Head Clerk .. ..	..	160—320	250—450
3 Assistant Superintendent ..	..	250—325	325—500
4 Superintendent .. ..	..	350—450	400—550



(iv) *U. P. Subordinate Labour Services, Group III*—The representatives of the above service, have suggested the following revision in the pay scales of Welfare Superintendent and Housing Inspectors :

Name of post	Present pay scale	Pay scale demanded
1	2	3
	Rs.	Rs.
1. Welfare Superintendent ..	160—280	200—400
2. Housing Inspector ..	160—280	200—400

(v) The Homeopathic Medical Officers and Medical Superintendent (Homeopathic) of Labour Department have proposed the following revision in their pay scales :

Name of post	Present pay scale	Pay scale demanded
1	2	3
	Rs.	Rs.
1. Homeopathic Medical Officer (attached to Labour Welfare Centres)	175—300	325—900
2. Medical Superintendent (Homeopathic).	200—450	400—1,000

They have also demanded that they should either be allowed to undertake private practice, or else a non-practicing allowance equal to 25 per cent of their basic pay should be allowed, and also that the status of both the posts should be raised to that of gazetted officers.

(vi) *Labour Department IV Class Employees Association*—This association has demanded the revision in their pay scales as under :

Name of post	Present pay scale	Pay scale demanded
I	2	3
	Rs.	Rs.
1. Peon Orderly/Chaukidars/Sweeper.	55—75	85—150
2. Treasury Messenger	60—80	110—180
3. Library Attendant		
4. Store Attendant		
5. Jamdar		
6. Daftari		
7. Dark Room Attendant		
8. Laboratory Attendant		
9. Form Attendant		

It has also been urged that recruitment to all Class IV posts in the scale of Rs.60—80 should be made only by promotion on the basis of seniority.

(vii) *U. P. Labour Department—Officers Association*—This association has demanded the following revised scales of pay :

	Rs.
1. Labour Commissioner, if the post is filled by departmental promotion. ...	2,000—2,500
2. Additional/Joint Labour Commissioner, if the post is manned by a departmental officer ...	1,600—2,250
3. Deputy Labour Commissioner and Presiding Officer, Labour Court ...	1,000—1,800

	Rs.
4. Assistant Labour Commissioner ...	700-1,400
5. Assistant Welfare Officer ...	300- 900
6. Conciliation Officer ...	500-1,200
7. Chief Inspector of Factories ...	1,600-1,800
8. Chief Inspector of Boilers ...	1,600-1,800

There are two posts of Junior Journalists in the scale of Rs.150-350 and one post of Senior Journalist in the scale of Rs.200-450. The Association has demanded parity for these posts with the Journalists in the Information Department.

(viii) The Additional Labour Commissioner, vide his letter no.14743-44/Astha-G-I-220/71, dated August 4, 1972, has suggested the following new scales of pay for the various gazetted and non-gazetted posts in his organisation :

	Rs.
1. Additional Labour Commissioner ...	1,600-1,800
2. Chief Boiler Inspector, Chief Factory Inspector, Electrical and Mechanical Engineer, Deputy Labour Commissioner ...	1,300-1,600
3. Assistant Labour Commissioner, Deputy Chief Factory Inspector and Cost Accounts Officer ...	500-1,200
4. Other Gazetted posts in the scale of Rs.300-900 and Rs.250-750 ..	400-1,000
5. Personal Assistant, Assistant Registrar, Trade Union, Research Officer, Assistant Welfare Officer, Assistant Labour Officer ...	300- 650
6. Posts in the existing scales of Rs.250-550, 225-500, 200-450, 200-400, 350-450, 250-325, 160-320 and Rs.150-350 ..	250- 500
7. Posts in the existing scales of Rs.140-280, Rs.150-260 and Rs.160-280 ...	200- 400
8. Posts in the scales of Rs.100-160, 100-180, 120-220 and Rs.120-250 ...	150- 300
9. Classes III and IV posts in the scales of Rs.80-140, 75-115, 65-90 and Rs.45-90 ..	120- 250
10. Class IV posts in the scales of Rs.60-80 and Rs.55-75 ..	100- 160

3. For other posts connected with Engineering Accounts and Medical men, the Labour Commissioner has suggested that holders of these posts may be allowed the same scales which may be determined for corresponding posts in their parent departments.

4. The Commissioner and Secretary, Industries Department, also suggested certain pay scales, vide his letter no. 3149/R-18/1, dated September 1, 1972, for the various posts under the Labour Department which were also considered by us.

5. We have carefully considered the various suggestions made to us and have proposed suitable pay scales for various posts in the Labour Department. The scales proposed by us are on the general pattern of pay revision which are in turn based on the existing emoluments of various grades of employees and the necessity for their improvement at 1970-71 price level. We have, however, recommended a revised scale of Rs.185-265 only for the post of 'Organiser' whose existing scale is Rs.100-180, in view of the low educational qualification (Class VIII) required for appointment to this post. The scales of pay proposed by us are shown in Part II of the Report.

#### (b) Labour Courts and Industrial Tribunals

Labour Courts have been constituted each under a Presiding Officer for adjudication of matters specified in the U. P. Industrial Disputes Act, 1947, as amended. These Courts exist at Lucknow, Kanpur, Meerut, Agra, Gorakhpur and Allahabad. The Presiding Officers of these courts who are members of Higher Judicial Service, I. A. S. Officers, retired Judges or senior officers of the Labour Department, decide questions regarding interpretation of Standing

Orders. Similarly Industrial Tribunals have been constituted at Allahabad and Lucknow for adjudication of industrial disputes relating to matters dealt with by Labour Courts and certain other matters such as wages, compensatory or other allowances, hours of work, bonus etc. The Presiding Officers of these Tribunals are High Court Judges. Each Tribunal is assisted by a Registrar.

2. No specific demand was received by us from any of the employees of the Tribunals or the Labour Courts, nor recommendations were made by the Labour Department of the Government. We have, however, proposed revision of their scales of pay on the basis of their existing scales and emoluments according to the general pattern of scales of pay formulated by us. Full details of our recommendations in this regard are given in Part II of our Report.

### (c) Directorate of Training and Employment

The Director of Training and Employment is a Head of Department with Headquarters at Lucknow. He looks after the training and employment problems of job seekers. The Director is a senior scale officer of the I. A. S. In the Training Wing, he is assisted by a Joint Director, Training and Employment. This officer is a member of the P. C. S. (Executive Branch) cadre. Other Departmental Officers at headquarters are a Joint Director (Training) a Deputy Director Training, a Deputy Apprenticeship Adviser and a number of other Technical Officers and Principals of various Training Institutes. In the Employment Wing, there is a Deputy Director, a Assistant Director and other Regional and District Employment Officers. The work is carried out under the overall superior control of the Director, Joint Director, Deputy Directors and the Assistant Directors, through various sections at the headquarters.

#### Regional Officers and Field Organisation

2. In the Employment Wing there is a Regional Employment Officer at Kanpur and ten Sub-Regional Employment Exchanges, a Special Employment Exchange at Kanpur for handicapped persons with jurisdiction extending over the entire State. These Officers are in Class II cadre of Rs.300-900. In the districts, there are forty-four Districts Employment Exchanges, one sub-office, five Town Employment Exchanges, eight University Employment Bureaus, each under the charge of an Employment Officer or Assistant Employment Officer. Where necessary Assistant Employment Officers are also provided. Both Employment Officers and Assistant Employment Officers form part of one cadre numbering 139 in the scale of pay of Rs.225-500. Usually the senior officer in a district is designated as Employment Officer and the juniors are designated as Assistant Employment Officers.

3. The Director of Training and Employment in reply to the questionnaire issued by us suggested that 20 to 25 per cent of the posts in different grades should be in higher scales of pay to provide avenues of promotion to the employees and that 20 per cent of ministerial posts in the Secretariat should be reserved for the employees working under the Heads of Departments. He also suggested that one post of Section Officer should be created in the office of Head of the Department. He also proposed the revised pay scales for the various categories of employees under him, which have been noted by us.

4. The main demands made by various service Associations of this organisation are as below :

(i) *Assistant/District Employment Officers' Association*—The Association has stated that the work and responsibilities of District Employment Officers/Assistant Employment Officers, which is of a specialised nature have considerably increased with the growing unemployment in the country but their scales of pay are not at par with those of other district level officers who have been allowed Class II scale of pay. The Association has, therefore, demanded the following pay scales :

Name of post	Present pay scale	Pay scale demanded
1	2	3
	Rs.	Rs.
1. District Employment Officer ..	225—500	300—900
2. Deputy Chief in University Employment Information and Guidance Bureau.	225—500	300—900
3. Assistant Employment Officers	225—500	250—750
4. Deputy Regional Employment Officers and Assistant Director.	300—900	400—1,000

The Administrative Department have recommended that a pay scale for 95 posts to be in the cadre of Assistant Employment Officers may be Rs.300-750 and 44 posts to be designated as District Employment Officers may be in the scale of Rs.300-900.

(ii) *Supervisors of Industrial Training Institutes*—Their present pay-scale is Rs.175-300 which is less than the pay-scale of Anudeshaks (Supervisors) (Rs.160-320) whose work they are reported to supervise. They have, therefore, urged that this anomaly and injustice may be redressed.

(iii) *U. P. Training and Employment Directorate, non-Gazetted Employees Association*—This Association has demanded that certain glaring anomalies have crept in the pay scales of Class III employees of the Directorate as compared to the scales recommended for similar employees in other Heads of Departments as will be evident from the following chart :

Serial no.	Name of post	Pay scales prior to P.R.C.	Pay scales as determined on the recommendations of the P.R.C.	Pay scales as prevalent in the offices of other Heads of Departments
1	2	3	4	5
		Rs.	Rs.	Rs.
1	Office Superintendent ..	300-400	250-325	350-450
2	Assistant Superintendent..	215-275	150-260	250-325
3	Statistical Assistant ..	120-300	120-250	200-400
4	Head Clerk ..	80-240 (plus Rs. 30 special pay).	150-260	160-320
5	Senior Clerks ..	80-240	150-250	140-280

The Association has demanded that this anomaly created by the U. P. Pay Rationalization Committee may be removed.

(iv) *U. P. Statistical Assistants Association*—This Association has stated that the minimum educational qualifications for the post of Statistical Assistant in the Directorate is a Post Graduate in Statistics or Economics, or Mathematics or Sociology with Statistics as one of the papers. The Pay Rationalization Committee had recommended a lower scale of Rs.120-250 for the Statistical Assistant of Labour Departments as against the scale of Rs.200-400 recommended for such employees of the Economics and Statistics Directorate. The Association, therefore, has demanded a pay scale of Rs.225-500 for this Department.

5. We have taken into account the demands of the various service Associations and the recommendations of the Director, Training and Employment, as also the Commissioner and Secretary, Labour Department, and have proposed revision on the basis of existing scales of pay and emoluments according to the general pattern of scales of pay formulated by us which we hope will meet the recruitments, except in a few cases detailed below, where we have proposed a higher scale of pay or higher number of posts in a higher scale for the reasons given there :—

(i) *District Employment Officer*—It has been brought to the notice of the Commission that there are 107 permanent and 32 temporary posts of district/Assistant Employment Officers both in the scale of pay of Rs.225-500. Any one amongst them, who is posted in charge of the District Exchange is designated as District Employment Officer, whereas the remaining officers, who hold sub-charge in the Regional or Headquarters office, are designated as Assistant Employment Officers. Postings

are not made strictly in accordance with their seniority and this quite often causes embarrassment to individual officers, when junior officers hold District charge and senior officers are required to hold sub-charges. The Labour Department have suggested that, in order to overcome this shortcoming, 44 posts of the total number will be designated as District Employment Officers with a higher scale of pay to man the posts in District Exchanges and the remaining officers could continue to be designated as Assistant Employment Officers with a higher scale of pay to man the posts in District Exchanges and the remaining officers could continue to be designated as Assistant Employment Officers. We have carefully considered this proposal and recommend that while the exact number of posts to be designated as District Employment Officers may be 44 or more or less as may be determined by the Government themselves according to necessity, they may be given a scale of pay of Rs.450-950 and the remaining posts of Assistant Employment Officers may be placed in the scale of Rs.400-750. The posts in the higher scale will thus become promotion posts for the incumbents in the lower scales of pay and will provide the latter with an incentive to put in better work and show good performance.

(ii) *Supervisors of Industrial Training Centres*—We have recommended a higher scale of Rs.300-550 for these Supervisors with the object of removing anomaly referred to in Para 4 (ii) above.

(iii) *Statistical Assistants*—Having due regard to their educational qualifications and scale of pay generally allowed to such employees in other departments, we have proposed a higher scale of Rs.300-550.

(iv) *Supervisors posted at Daliganj Production Centre for East Pakistan Refugees*—We have revised their pay scales on the understanding that their existing scale of pay is Rs.120-300. In case our information is not correct, these Supervisors may be allowed the scale of Rs.230-380 equivalent to the existing scale of Rs.120-220 in place of the scale of Rs.300-500 proposed by us.

(v) *Dresser (Lucknow)*—Considering the duties and responsibilities of this post, we have proposed a higher scale of Rs.170-225 for this post.

(vi) *Medical Officer, Industrial Training Institute*—The Labour Department in G. O. no. 3350/36-270/72, dated December 30, 1972, have revised the scale of pay of Medical Officer from Rs.235-600 to Rs.300-900 with effect from April 1, 1965 or the date from which it was created. We have already recommended for this post a revised scale of Rs.550-1200.

6. The scales of pay proposed by us for various categories of employees have been given in Part II of the Report.

## 22. DEPARTMENT OF CULTURAL AFFAIRS AND SCIENTIFIC RESEARCH

### (a) Directorate of Cultural Affairs and Scientific Research

In 1957 it was felt that the subjects relating to cultural activities, fine arts and scientific research were being handled by more than one department of the Secretariat and also by different heads of Departments, with the result that there was neither co-ordination nor an integrated policy in respect of them. It was, therefore, decided to set up a separate department known as Cultural Affairs and Scientific Research Department. A Directorate was also set up at the headquarters of the Government and the Special Secretary, Information, Cultural Affairs and Scientific Research Department was appointed as its Director as well as Director of Information.

2. The Cultural Affairs and Scientific Research Department exercises supervision and control over the following Government organizations or institutions :

- (a) Directorate of Cultural Affairs and Scientific Research, U. P., Lucknow.
- (b) U. P. State Observatory, Naini Tal.
- (c) State Archaeological Department, Lucknow.
- (d) State Archives, Allahabad.
- (e) State Archaeological Museum, Mathura.
- (f) State Museum, Lucknow.
- (g) Bhatkhande Hindustani Music College, Lucknow.
- (h) Government College of Arts and Crafts, Lucknow.

3. The headquarters organisation of the Directorate consists of a Director (who is also Special Secretary to Government in the Department as also Director of Information), a Deputy Director (who is also Deputy Secretary to Government in the Department), an Assistant Director and an Assistant Accounts Officer. The Director, Cultural Affairs and Scientific Research, has not submitted any suggestions for revision of pay scales of the staff working in his office. As the posts of the Director and the Deputy Director, are filled by Service Officers, question of revision in their pay scales does not arise. For all other posts we have proposed revision according to the general pattern of scales of pay formulated by us. Full details of our recommendations in this regard will be found in Part II of our Report.

### (b) U. P. State Observatory, Naini Tal

This Observatory was set up at Naini Tal in 1955 and was declared open in its present location at Manora Peak in June 1962.

2. The principal activity at the Observatory is astrophysical research in Stellar Astronomy, Solar Astronomy, Planetary studies and Space Research. The Observatory is the only centre in India for optical tracking of artificial earth satellites. So far, over 37,000 satellite transits have been successfully photographed. The Observatory has been recognised as a centre of research by Agra University, Banaras Hindu University, Gorakhpur University and Osmania University. A good amount of activity goes on at the Observatory by way of designing and fabrications of instruments, including electronic instruments, required by the Observatory staff for their own researches and for development purposes.

3. The Director of the U. P. State Observatory who is presently in the scale of pay of Rs.750-1,400 and is a Head of Department, has stated that at present there are three observatories in India—Hyderabad, Kodaikanal and Naini Tal, but the Directors of the first two Observatories are in higher scales of pay, viz. Rs.1,100-1,600 with senior scale of Rs.1,200-1,800 and Rs.1,300-1,600 respectively. He has, therefore, suggested that the pay scales in all the above three Observatories should nearly be the same and accordingly he has demanded a pay scale of Rs.1,300-1,800. The Administrative Department has, however, recommended the pay scale of Rs.1,000-1,500 only for this post. Taking into account the research duties of the post of Director, the fact that researches

made at the Observatory have to be comparable with those done anywhere else, and the fact that the Observatory has now come to acquire a reputation for itself among the national and international Observatories of comparable level, we consider that the scale of pay of this post should also be comparable with similar posts in other Observatories and Universities, etc. and we accordingly recommend for this post the revised scale of pay of Rs.1,200—1,800.

4. The staff of the Observatory has not made any demand for revision of their pay scales but the Director of the Observatory has recommended revision of their pay scales. He has recommended upgrading of the posts of scientific Assistant into those of Scientific Officer in the Observatory, because the responsibilities attached to both the posts are more or less similar. Keeping in view the job requirements and promotion prospects of Scientific Assistants, we recommend a revised pay scale of Rs.450—25—700—30—850, which is higher than the scale which would have been admissible to them if it was revised on the basis of their existing pay scales. Similarly, keeping in view the fact that the Fitter in the Observatory has to be a qualified and skilled person and has to handle costly scientific equipments and machines, we have recommended a slightly higher pay scale of Rs.185—265. The prescribed minimum qualification for the post of Fitter is Junior High School with Trade Certificate. As we have now recommended a higher pay, we recommend that in future only High School pass in Science and possessing a certificate in the trade from I. T. I.s be recruited.

5. We notice that in the office of the Observatory, the posts of Head Clerk, Noter and Drafter, Accountant and Store Supervisor-cum-Care-taker, are all in the same scale of pay, viz. Rs.120—220. The duties and responsibilities of a Head Clerk are decidedly greater than others and we accordingly recommend that the Head Clerk may be given a scale of pay of Rs.250—7—285—9—375—10—425 and the remaining Assistants mentioned above, may be given the pay scale of Rs.230—6—290—8—330—10—380.

6. For all other posts we have proposed revision according to the general pattern of scales of pay formulated by us. Full details of our recommendations in this regard will be found in Part II of our Report.

#### (c) State Archaeological Department, Lucknow

The Archaeological Department was set up at Lucknow in 1958 with an Archaeological Officer, Archaeological Assistant, Overseer, Draftsman, Photographer and a Chemist. This State is one of the richest in the matter of archaeological sites and monuments. The Department has commenced a survey of the entire State with the help of Universities in order to compile a comprehensive list of sites and monuments, to maintain and conserve through grants-in-aid the monuments under protection of the State Government, to undertake exploration and excavation of selected sites and to assist in similar activities conducted by other academic or learned institutions, and to conduct research and publish the results.

2. The Archaeological Officer has stated that in spite of his being a State level officer, his pay scale is only Rs.600—1,250, which is too low considering the qualifications and duties prescribed for the post. Besides this, in other States the Archaeological Officers are in a higher scale of pay (Rs.1,100—1,600), with the result that qualified and suitable candidates for this post are not easily available. He has also no promotion prospects. He has, therefore, requested for the pay scale of Rs.1,100—1,600. Government, however, had recommended the pay scale of Rs.750—1,400 for this post. In view of the high prescribed qualifications and experience, viz. M.A. in Indian History, Sanskrit or Archaeology with Research in any branch of Indian Archaeology or History and at least five years' experience of field archaeology on some responsible post, and the nature and extent of responsibilities attached to the post, we recommend a pay scale of Rs.900—50—1,600 for the post of Archaeological Officer. This scale we have generally proposed who are presently in the scale of pay of Rs.750—1,400.

3. The staff of the Archaeological Department has not submitted any memorandum for revision of their pay scales. However, the Archaeological Officer has sent his recommendation for the staff as well. He has stated that there is one post of Archaeological Assistant to assist the Archaeological Officer. The prescribed qualifications for the post are that he should not only possess

a Master's Degree in Ancient Indian History, Ancient Culture or Archaeology but have proficiency in Archaeological work, apart from experience in the subject. The prescribed qualification for Assistant Superintending Archaeologists, Head Assistants to Chief Archaeological Officer in different States and Lecturers in the Universities are the same but their pay scale is Rs.400-950. He has, therefore, recommended that the pay scale of the Archaeological Assistant should be Rs.400-950. The Government had, however, recommended a pay scale of Rs.400-900 for the post. We have considered the above mentioned facts and recommend a higher scale of pay of Rs.450-25-700-30-850 for this post.

4. For the post of Draftsman, the Archaeological Officer has stated that Draftsman of this Department has also been kept in the pay scale of Rs.160-280, like the Draftsman in other Department, who hold a two years' Diploma Certificate from Industrial Training Institute while the Draftsman of the Archaeological Department possesses three years' Diploma in Architecture. He has also pointed out that the Architectural Head Draftsman of the Public Works Department and the Town and Village Planning Department are in the pay scale of Rs.180-380. Therefore, he has recommended that in this Department, Draftsman should get not less than the pay scale Rs.225-500 on account of his archaeological experience. In view of the above considerations, we recommend a scale of pay of Rs.300-8-340-10-440-12-500 for the post of Draftsman in this Department, as we have provided elsewhere for the post with similar qualifications in other departments.

5. In this department, there is a post of Chemist and another of a Head Clerk, both in the pay scale of Rs.120-220. Keeping in view the qualification and nature of job of the Chemist and the higher responsibilities of the Head Clerk, we have recommended a revised higher scale of pay of Rs.250-425 for both these posts than what would have been otherwise admissible.

6. For all other posts we have proposed revision according to the general pattern of scales of pay formulated by us. Full details of our recommendations in this regard will be found in Part II of our Report.

#### (d) State Archives, Uttar Pradesh, Allahabad

An organisation known as the Central Record Office was set up at Allahabad in 1949 so that records of historical importance could be concentrated in a central place for the purpose of historical research and maintained in a manner most conducive to their preservation. Its name was later changed to State Archives in 1959 to bring it in line with the nomenclature adopted by the Government of India and other States. The main functions of this organization are—

- (1) providing safe and central custody for the State's non-current records lying scattered in different departments, and with divisional, district and official agencies ;
- (2) maintenance, scientific preservation and utilization of Government records ;
- (3) throwing open official records for academic research ;
- (4) providing facilities for microfilming and photostating of records ;
- and
- (5) collection, maintenance and conservation of manuscripts and documents in private custody.

2. The Keeper of Archives, who is in charge of the organisation, is assisted by Regional Archives Officer, Assistant Keeper-cum-Administrative Officer and other Technical Assistants.

3. Prof. O. P. Bhatnagar, Member, Indian Historical Records Commission and U. P. Regional Record Survey Committee, has suggested that the pay scales of the posts of Keeper of Archives and Assistant Keeper-cum-Administrative Officer in this State which are Rs.400-1,000 and Rs.250-550 respectively are too low in comparison with the pay scales of similar posts in other States. He has suggested a pay scale of Rs.1,000-1,500 for the post of Keeper of Archives and Rs.600-1,250 for the post of Assistant Keeper-cum-Administrative Officer. He has further suggested that, similarly, the pay scales of other technical posts in the State Archives also need revision and upgrading. The



Keeper of Archives has also demanded a pay scale of Rs.1,000–1,500. The Government recommend a pay scale of Rs.750–1,400 for this post.

4. The Government of India recommended the following pay scales, in their Reorganisation Report, dated October 21, 1971, for the following posts :

	Rs.
(a) Keeper of Archives ... ..	1,000–1,500
(b) Assistant Keeper of Archives ... ..	300– 900
(c) Technical Assistant ... ..	250– 750
(d) Junior Technical and Field Assistant ... ..	225– 600
(e) Regional Archives Officer ... ..	300– 900

5. We have carefully considered the demands and the recommendations made in this behalf and keeping in view the prescribed qualifications, duties and responsibilities, recommend for the post of Keeper of Archives a higher pay-scale of Rs.800–50–1,450, than what would have been otherwise admissible to him.

6. For all other posts we have proposed revision according to the general pattern of scales of pay formulated by us. Full details of our recommendations in this regard will be found in Part II of our Report.

#### (e) State Archaeological Museum, Mathura

The Archaeological Museum, Mathura, which was started in the year 1874, by Mr. F. S. Growse, then Collector of Mathura, has developed into a prominent Archaeological Museum of India having the largest collection under one roof of archaeological exhibits of the Kushana and Gupta period. The Museum is under the charge of a Curator, who is assisted by an Assistant Curator and other technical hands.

2. The Curator of the Museum has submitted a memorandum for revision of his pay scale and that of the staff working under him. He has stated that in other States, the pay scale of Curator, or other similar posts, is higher than in this Museum. His existing scale of pay is Rs.300–900. He has requested for a scale of pay of Rs.750–1,400 for the post. The Government have also supported his request. Similarly, for the post of Assistant Curator, the Curator has recommended a pay scale of Rs.400–1,000. The Government have, however, recommended for this post a pay scale of Rs.400–900 or equal to that of a lecturer of a University. The minimum qualifications prescribed for both the posts is Master's Degree in Ancient Indian History, except that a greater experience is desired for the post of Curator. As both the posts have work of responsible nature, and as persons who may be well qualified and experienced in the job are in short supply and the incumbents of the posts have poor promotion prospects, we recommend for the post of Curator and Assistant Curator, scales of pay of Rs.650–1,300 and Rs.450–850, respectively.

3. For all other posts we have proposed revision according to the general pattern of scales of pay formulated by us. Full details of our recommendations in this regard will be found in Part II of our Report.

#### (f) State Museum, Lucknow

The Museum displays antiquities in Natural History, Pre-history Coins, Sculptures, Pottery, Manuscripts, Prints, Photographs, Arms, Musical Instruments, Paintings, Jewels, Ornaments, Textiles, Art-ware etc. The Museum has a good library and provides facilities to scholars for research work. The Government of India have selected it as one of the centres for training museum personnel. The museum has its own Modelling Section, Photographic Laboratory, Chemical Laboratory and Workshop. The State Museum is under the charge of a Director, who is assisted by an Administrative Officer, Numismatic Officer, four Assistant Curators and other technical hands.

2. The Director of the State Museum, who is presently in the scale of pay of Rs.600–1,250, has submitted a demand for the revision of his pay scale and that of the staff working under him. He has demanded that the pay scale of the post of Director be revised to Rs.1,600–1,800. The Government have recommended a pay scale of Rs.750–1,400 for the post. We have considered the demand of the Director and in view of the qualifications and experience required for the post, and the nature and extent of responsibilities

entrusted to the incumbent of the post, and as persons who may be well qualified and experienced in the line may be in short supply, we recommend a revised pay scale of Rs.900-50-1,600 for the post.

3. The Assistant Curators whose existing scale of pay is Rs.225-500, have also demanded that they may be allowed a revised scale of pay of Rs.400-1,000. In this connection, the Government informed the Commission that the Central Museum Advisory Committee had recommended that Assistant Curators might be allowed the same pay scale as allowed to a Lecturer of a University. We have considered the above facts and accordingly recommend a revised pay scale of Rs.450-25-700-30-850 for the post of Assistant Curator.

4. The prescribed qualifications for the posts of Numismatists and Chemist and their existing scale of pay of Rs.225-500, is equivalent to those of the Assistant Curator. Keeping in view the specialized nature of the job and lack of promotion avenues, we have proposed a higher pay scale of Rs.450-850 for these posts also.

5. For all other posts we have proposed revision according to the general pattern of scales of pay formulated by us. Full details of our recommendations in this regard will be found in Part II of our Report.

#### (g) Bhatkhande College of Hindustani Music, Lucknow

The College was established in the year, 1926. It is an institution of national repute which coaches students in vocal and instrumental music and dance. Earlier, the College was run under the control of Uttar Pradesh Sangeet Natya Bharti out of the grant-in-aid paid by the State Government. In March, 1965 the State Government constituted a Committee under the Chairmanship of Dr. B. V. Keskar, formerly Minister for Information and Broadcasting, Government of India to review the working of the music institutions in the State, which after careful consideration recommended that the Bhatkhande College should be run by the State Government itself keeping in view its repute and standard. Accordingly, the State Government took the management and control of the College with effect from March 26, 1966. Government have also constituted a Management Committee to look after the smooth functioning and proper development of the College. It provides 4½ year's degree course and also facilities for post-graduate degree and research work.

2. The Bhatkhande Hindustani Sangeet Mahavidyalaya Teachers and Employees Association has submitted that there are at present one Principal, 40 teachers and 500 male and female students in this institution. The post of Principal is gazetted in the pay scale of Rs.750-1,400. Besides the basic qualification of High School Certificate, the other qualifications prescribed for appointment to this post are :

(i) Knowledge of foreign music (vocal or instrumental), dance or drama.

(ii) Five years' practical experience of music, dance or drama.

(iii) Ability to encourage students and teachers alike in their respective subjects for creative development of arts.

(iv) Ability to maintain highest standard of music, dance and drama in the State and its development.

(v) Experience of teaching and administrative work with preference to those having knowledge of vocal and instrumental music.

3. The Principal of this college is also a Principal Head of Office and full responsibility for teaching and administrative work rests on him. Since both the male and female students study in this college, he has to maintain strict discipline. He has to organise cultural programmes also. A pay scale of Rs.1,300-1,800 has been demanded for this post. We have examined the existing qualifications and experience of the present incumbent of the post and in view of the responsible nature of his work, we recommend a pay scale of Rs.1,150-1,700 for this post.

4. There are three posts of Professors in this College, one each for vocal music, instrumental music and dance which carry a pay scale of Rs.600-50-1,250. It has been stated that the education relating to music is much more different and difficult than other technical subjects. For the post of Professors, the Association has demanded a pay scale of Rs.1,100-1,600. After considering all these factors, we recommend a pay scale of Rs.800-50-1,450 for the posts of Professor.

5. There are posts of Demonstrators in the College in the scale of Rs.120-250. Their qualifications and experience are said to be the same as of Lecturers. The scale of Demonstrators was considered by us low, compared to their job requirements. We have, therefore, recommended a higher scale of Rs.300-500, than what would have been otherwise admissible to them.

6. For all other posts we have proposed revision according to the general pattern of scales of pay formulated by us. Full details of our recommendations in this regard will be found in Part II of our Report.

#### (h) Government College of Arts and Crafts, Lucknow

The Government College of Arts and Crafts was established originally as a School in 1911. A Committee was set up in 1954 to recommend reorganisation of the institution for bringing it in line with similar institutions in other parts of the country. As a result of the recommendations of this Committee, more courses were introduced and the School was upgraded to the status of a College. In 1964, the syllabus of National Diploma Course, as laid down by the All-India Council for Technical Education was adopted and the College now offers the following courses :

(1) Post-Diploma in Fine Art, Sculpture, Commercial Art and Graphic	...	...	...	1 year.
(2) Diploma in Fine Art	...	...	...	5 years.
(3) Diploma in Sculpture	...	...	...	5 years.
(4) Diploma in Commercial Art	...	...	...	5 years.
(5) Diploma in Litho Process, Photo Mechanical	...	...	...	5 years.
(6) Diploma in Architectural Assistantship	...	...	...	3 years.
(7) Diploma in Iron and Heavy Metal Works	...	...	...	3 years.
(8) Diploma in Wood Work (Cabinet making and Carving)	...	...	...	3 years.
(9) Diploma in Furniture Design	...	...	...	3 years.
(10) Diploma in Home Arts and Home Crafts	...	...	...	3 years.
(11) Certificates in Home Arts and Home Crafts, Arts Master's Training	...	...	...	2 years.
(12) Certificate in Clay Modelling and Pottery	...	...	...	3 years.

2. Besides the Principal, the other senior posts in the College are those of Professors of Fine Art and Architecture ; Assistant Professors in Fine Art, Sculpture, Commercial Arts, Craft, and Applied Art, Art Master's Training and Architecture and that of Registrar. The College conducts its own examinations for various courses, diplomas and certificates for which are awarded by the Director of Cultural Affairs and Scientific Research, except that the examination in Architectural Assistantship is conducted by the Board of Technical Education, Uttar Pradesh, which also awards diploma for that course.

3. The Teachers Association of the College has demanded the pay scales approved by the All-India Board of Technical Education be allowed to the employees of this College. In this connection, the Principal of the College has stated that the course of study taught in this College is the same as the Five Years National Diploma Course prescribed by the All-India Council for Technical Education, which is equivalent to a degree, and is taught by the College of Arts, Delhi. He has, therefore, desired that the pay scales as fixed by the above Council for the College of Arts, Delhi, may also be applied to this College. He has also mentioned that the Ministry of Education Government of India has informed the Secretary, Cultural Affairs and Scientific Research Department in his letter no. F-8-17/16-T-2, dated June 25, 1968 that the All-India Council for Technical Education has recommended the names of only six Art institutions, which conduct their own examinations and this College has the distinction of being one of the six such Art Colleges of the country, but it has not been allowed the pay scales prescribed by the above Council. The Principal has, therefore, recommended that teachers and technicians may be given the same pay scale as their counterparts in other institutions, like College of Arts, Delhi, Banaras Hindu University, Baroda University, etc.

4. The post of Principal is a gazetted one in the pay scale of Rs.750–1,400. Besides the basic qualification of High School Certificate, the other qualifications and experience prescribed for appointment to this post are :

(i) Diploma in Fine Art, Commercial Art or Sculpture from a recognised Indian or Foreign Institution and knowledge of Indian or Western Portrait Painting and Design in Composition,

(ii) Five years practical experience in painting and sculpture or in any other fine art.

(iii) Ability to encourage students and teachers in maintaining the standard required for a highest Arts College in the Country.

(iv) Ability to use and maintain the highest standard in the latest trends in Fine Art and Plastic Art.

5. We have considered the qualifications and experience expected from the incumbent of the post and recommend a revised pay scale of Rs.1,150–1,700 the same as has been recommended by us for the post of the Principal, Bhatkhande College of Hindustani Music, Lucknow.

6. Keeping in view the qualifications and responsibilities of the post of Lecturer, we have recommended for it, a revised higher scale of pay of Rs.450–850, against the scale of Rs.400–750 which would have been admissible otherwise.

7. We notice that in the office of the College, the posts of Head Clerk, Establishment Clerk and Accountant are all in the same scale of pay, viz. Rs.120–220. Since the Head Clerk has to discharge duties of a more responsible nature, which involve an element of supervision also, we have recommended a higher scale of pay of Rs.250–425 for this post, and the pay scale of Rs.230–380 for the remaining two posts mentioned above.

8. There is one post of Demonstrator in Mural Painting in the College in the pay scale of Rs.180–380. Keeping in view the qualification and nature of his job, we have recommended a revised higher scale of Rs.350–700, than what would have been admissible to this post otherwise.

9. For all other posts we have proposed revision according to the general pattern of scales of pay formulated by us. Full details of our recommendations in this regard will be found in Part II of our Report.

## 23. PUBLIC WORKS DEPARTMENT

The Public Works Department was established in the year, 1844. The systematic functioning of the department, however, dates back to 1854. During the post-Independence period, the activities of the department have increased tremendously. The Department is an expanding one. During 1971-72, the Chief Engineer had under him one Additional Chief Engineer, three Deputy Chief Engineers, 26 Superintending Engineers, 147 Executive Engineers, 659 Assistant Engineers and 2,511 Overseers apart from other office and field staff. At present the Chief Engineer has under him four Additional Chief Engineers because of the upgradation of three posts of Deputy Chief Engineers in the wake of re-organisation of the Department on functional basis namely State Roads, Buildings and National Highways. It may also be mentioned that the bridge, design and construction activities are in the process of being transferred to the newly constituted U. P. State Bridge Corporation. The present strength of the Superintending Engineers, Executive Engineers, Assistant Engineers and Overseers is 41, 226, 1,012 and 4,179 respectively.

2. In connection with the revision of scales of pay we have received a large number of representations from various categories of officers and employees of the Public Works Department. The Chief Engineer, P. W. D., in his reply to the questionnaire issued by the Pay Commission, has stated that to provide necessary incentive to Engineers and other technical personnel engaged in nation building activities, they should be paid as highly as may be possible and in any case, they should get more than what is paid to holders of non-technical equivalent posts of other departments. It has also been added by him that the Engineers should be allowed the very same scales of pay as are sanctioned to officers of the State Judicial Service and they should be compensated in some way or the other for lack of avenues of promotion open to them. He is of the view that the pay scales should be fabricated on the basis of All India Working Class Consumers' Price Index for the year 1949=100, taking the price level at 228, so that the dearness could be neutralised to the extent it is done in case of the Central Government employees. The following specific suggestions have been made by him as to the revised scales of pay that should be sanctioned for Engineers of the Public Works Department :

		Rs.
(i) Junior Grade	...	500-40-1,300
(ii) Senior Grade	...	1,000-50-2,000
(iii) Selection Grade	...	2,500-100-3,000

Along with the triple scales shown above, the Chief Engineer suggested a scale of pay of Rs.1,500-75-2,250 for Superintending Engineers and Deputy Chief Engineers and that of Rs.2,500-125-3,000 for the Additional Chief Engineer, the Chief Engineer and the Engineer-in-Chief. He had further suggested that the posts of Deputy Chief Engineer should better be abolished.

3. As regards the semi-skilled, skilled and unskilled workers engaged in the Department, the Chief Engineer has suggested the following scales of pay at All India Working Class Consumers' Price Index 228.

### *Skilled and Semi-skilled Workers*

		Rs.
(1) Junior Grade	...	145-180
(2) Senior Grade	...	160-250
(3) Selection Grade	...	170-275

### *Unskilled Workers*

		Rs.
(1) Junior Grade	...	140-1-151-2-165
(2) Senior Grade	...	145-1-156-2-170

4. There are Clerical and Technical Employees in Class III Services viz., Overseers, Computers, Architectural Assistant, Head Draftsman, Foreman etc. The Chief Engineer has suggested the following different grades for them :

Serial no.	Grade	Technical Hands	Ministerial Hands
1	2	3	4
		Rs.	Rs.
1 Junior Grade .. ..		(i) 250—450 (ii) 200—350	(i) 250—450 (ii) 200—350
2 Senior Grade .. ..		(i) 325—600 (ii) 300—500	} 300—500
3 Selection Grade .. ..		(i) 450—1,050 (ii) 400—750	
			(ii) 575—700 (iii) 350—580

As regards the placement of Class III employees in one of the above grades, broadly he has suggested that Overseers and other equivalent technical hands should be appointed in the Senior Grade (ii), Head Assistants should be in one of the Selection Grades, the Head Clerks in the Senior Grade and the Legal Assistants and Stenographers of the offices of the Superintending Engineers and the Chief Engineer in the Selection Grade (ii) with 25 per cent of the Stenographers of the office of the Chief Engineer in the Selection Grade (i).

We have also received representation from the U. P. Engineering Association in which the Association has demanded the following scales of pay for its members :

- (i) Junior Scale ... Rs.750—50—1,500.
- (ii) Senior Scale ... Rs.1,000—75—1,560—100—2,250 (to be admissible after six years' service in the Junior scale).
- (iii) Selection Grade ... Rs.2,500—125—3,000.
- (iv) Chief Engineer ... Rs.3,500 fixed.

It has also been suggested that after putting in service in the Junior Grade for a period of six years, an Engineer should be promoted to the Senior Grade if he is not considered unfit for such promotion, irrespective of the fact whether a post is available for promotion or not. With the scales of pay the Association has also demanded Technical pay, Project allowance and Design allowance at the following rates :

Pay Grade	Technical Pay	Project Allowance	Design Allowance
1	2	3	4
	Rs.	Rs.	Rs.
1. Junior Grade .. ..	150	150	100
2. Senior Grade .. ..	200	200	200
3. Selection Grade .. ..	300	250	250

5. In another representation which was received by us from the Indian Institute of Architects, Uttar Pradesh, it was pleaded that the Architects should be allowed similar scales of pay as had been proposed by the Engineers Service Association as mentioned above. The Architects have also pleaded that they should be allowed Technical Pay and Design Allowance at the following rates in view of the special nature of their duties and responsibilities :

Name of the Post	Technical pay	Design Allowance
1	2	3
	Rs.	Rs.
1. Senior Architect .. ..	300	250
2. Architect .. ..	250	200
3. Assistant Architect .. ..	200	150

6. The U. P., P. W. D. Technical Assistants Association has proposed the following scales of pay for different categories of posts :

			Rs.
(i) Routine Grade Draftsman	...	...	350-650
(ii) Draftsman	...	...	450-750
(iii) Selection Grade Draftsman	...	...	750-850
(iv) Head Draftsman/Computer	...	...	750-900

More or less similar demands have been made by the U. P. Technical and Drawing Office Staff Association, Engineering Drawing Staff Association, Irrigation Department, Trade Draftsman Association, Irrigation Department, and several other Associations representing similar categories of staff.

7. Another representation that we have received is from the U. P. Public Works Department Research Institute Scientific Workers' Association in which they have suggested that the Assistant Research Officers should be allowed the same starting salary in the time scale as is admissible to the Assistant Engineers of the Department. The Association has also proposed that the pay scale of Junior Assistant Chemist should be revised from Rs.140-280 to Rs.175-300, and that of the Laboratory Assistant brought at par with the scale of pay of Stenographers, etc.

8. The Ministerial Association of the office of the Chief Engineer, Public Works Department has pleaded in their memorandum for the grant of parity to the ministerial staff of the office of the Chief Engineer, Public Works Department with ministerial staff of the U. P. Civil Secretariat in the matter of scales of pay, while the U. P. Public Works Department Ministerial Staff Association agreeing with the demands of the Federation of the Ministerial Services Association, has asked for the following scales of pay for the Ministerial employees :

			Rs.
(i) Routine Grade Assistant (Rs.100-180) .	...	...	325-585
(ii) Noter and Drafter and Junior Noter and Drafters to be redesignated as Upper Division Assistants (Rs.120-220/140-280) .	...	...	425-750
(iii) Assistant Section Incharge, Head Clerk, Head Assistant, Short-hand Reporter, etc. (Rs.160-320/200-450) .	...	...	550-850
(iv) Stenographer (Rs.120-250/160-320) .	...	...	425-750

9. The U. P. Public Works Department Stenographers Association has proposed the following scales of pay for the Stenographers of the Department :

			Rs.
(i) Stenographers in the office of the Executive Engineer	..	..	500-20-900
(ii) Stenographers of the office of the Superintending Engineers	..	..	750-25-1,050
(iii) Stenographers of the Office of the Chief Engineer	..	..	850-25-1,150
Selection Grade	...	...	1,000-50-1,250

10. The U. P. Public Works Department Assistants' Association has in their memorandum, made a demand for parity with the Assistant Accounts Officers in the scale of pay of Rs.275-750 and posted in the office of the Chief Engineer, Public Works Department. It has also been suggested that the Legal Assistants should be allowed necessary allowance so as to be able to maintain their own library of law books as also a non-practising allowance.

11. The U. P. Public Works Department Engineering Subordinates Association, endorsing the memorandum submitted by the Engineering Subordinates

Association of the Irrigation Department has suggested the following scales of pay for their members :

(i) Overseer	...	Rs.550—1,310 (along with a compensatory allowance of Rs.50 per month).
(ii) Draftsman	...	Rs.550—1,310 (along with a design allowance of Rs.50 per month).
(iii) Computer	...	Rs.600—1,400 (along with a design allowance of Rs.50 per month).

It has also been stated that the avenues of promotion open to members of the Association are not adequate. It has, therefore, been suggested that a selection grade should be prescribed to the extent of 50 per cent of the total number of permanent and temporary posts in the cadre.

12. We have carefully considered the various demands made by the above, Service Associations their in various aspects. In view of the large amount of budget grant, the number of the employees which he has to control and the number of the Plan Schemes which are to be executed by the Public Works Department, we have recommended a higher scale of pay of Rs.2,250—2,750 for the Chief Engineer, Public Works Department. We have also tried to give the same scale of pay to all Class II services irrespective of the fact whether they belong to the Engineering Departments, to the Judicial Department or to the U. P. C. S. (Executive). We have also tried to provide for maximum number of Selection Grades in different services. As regards the demand for fabrication of the pay scales on the cost of living index for the year 1949, we have made our recommendations in this regard in a separate Chapter.

13. From the demands which have been made by various service associations of the Public Works Department, we find that very high scales of pay have been demanded for the officers in the Junior, Senior or Selection scales. In fabricating our scales of pay, we have kept in view the repercussion which our recommendations might have on the corresponding other services. We are also not in favour of granting the Secretariat scales of pay to the staff in the office of the Chief Engineer, Public Works Department, because as observed above, the duties and responsibilities of work in the two offices as also the educational qualifications and the mode of recruitment in the two offices are quite different. We have, therefore, proposed our scales of pay after taking into account the existing scales of pay which were in force in similar kinds of other services and have tried to strike a balance in the scales of pay of different kinds of services with similar kinds of duties and responsibilities. As regards special pays which have been granted to various categories of officers in the Public Works Department, we have made our recommendations in a separate Chapter on "Special Pays". We have recommended a selection grade equal to 10 per cent of the permanent posts in the cadre of Overseers/Supervisors. Similarly, we have recommended a selection grade equal to 10 per cent of permanent posts in the cadre of Stenographers in the office of the Chief Engineer, Public Works Department. The scales of pay as have been recommended by us will be found in Part II of our Report and our recommendations regarding various other allowances will be found at proper place in relevant Chapters.

---



## 24. GOVERNMENT ESTATES DEPARTMENT

There are seven posts of Care-takers under the control of the Government Estate Department. These Care-takers work in Vidhayak Niwas, State Guest House and Officers Rest House at Lucknow, U. P. Niwas, New Delhi and Naini Tal Club, Naini Tal. The U. P. Pay Rationalization Committee had revised their scale of pay from Rs.120-300 to Rs.200-400 with effect from April 1, 1965. The Care-taker, Vidhan Bhawan, was also allowed the same scale of pay of Rs.200-400 on the recommendations of the Pay Rationalization Committee. It has been stated in the representation submitted to us that the scale of pay of the Care-taker of Vidhan Bhawan was later on revised to Rs.200-450. A demand has, therefore, been made that all the Care-takers of this Department should get the same pay scale as the Care-taker, Vidhan Bhawan, as their duties and responsibilities are generally the same.

2. We have considered the demand in all its aspects and have recommended the pay scale of Rs.350-700 for these Care-takers.

3. In another representation the Assistant Care-takers, who look after the Government Guest House and Officers Rest House at Lucknow have pleaded for parity in the scale of pay with the Assistant Care-takers of Vidhan Bhawan on the one hand and for a better or at least similar treatment as has been accorded to the Lower Division Assistants of the Government Estates Department on the other because they feel that their nature of work and responsibilities is identical. The Government Estates Officer has supported the request of the Assistant Care-takers for parity with the Assistant Care-takers of the Vidhan Bhawan. We have considered their demand and taking into account their duties and responsibilities, have proposed a scale of pay of Rs.250-425 for them, although on the basis of their existing scale of pay, they are entitled to the revised pay scale of Rs.230-380 only.

4. The Drivers posted on the Staff cars are allowed a special pay of Rs.15 per mensem, while those who are posted to serve as drivers of cars allotted to the Ministers get a special pay of Rs.25 per mensem at present. The Drivers posted on the staff car in use of the Chief Secretary to Government, as also those in the use at the U. P. Niwas, New Delhi, are also allowed a special pay at the higher rate of Rs.25 per mensem. A request has, therefore, been made to us that the special pay at the same rate should be allowed to all these Drivers irrespective of their place of posting. We have carefully considered this matter and feel that the duties of the Drivers posted on the Staff cars of the Ministers are more arduous than those posted on the ordinary Staff cars. We have accordingly allowed a special pay of Rs.30 p.m. for the Drivers of the Staff cars posted with the Ministers and in U. P. Niwas, New Delhi, and Rs.20 p.m. for other drivers.

There is also a post of Motor Mechanic in the Estates Department in the scale of Rs.120-220. We have revised the scale of pay of this post to Rs.230-380. We, however, find that no qualification has been prescribed for this post and we suggest that suitable minimum qualifications should be prescribed for it by the Government. We also find that there is a post of Billiard Marker who gets a fixed pay of Rs.75 per month. This post appears to be a part-time one and as such we are not making any recommendation for revision of its emoluments.

Details of our recommendation would be found in Part II of our Report.

## 25. IRRIGATION DEPARTMENT

The activities of the Irrigation Department date as far back as the year 1823 when the first Irrigation Office was opened at Saharanpur in connection with the remodelling of the old Moghul Canal on the left bank of Yamuna river. During the years that followed a large number of Projects were taken up and brought into commission. Nevertheless, the outlook of the Government towards construction of the Irrigation works remained predominantly commercial and the return on capital outlay was the main consideration that weighed with the Government in sanctioning these schemes. With the dawn of independence the conception, however, underwent a radical change and welfare of the masses and overall development of the country became the matter of chief concern for the Government in pursuing these activities. With the growing expansion and increasing impetus on efforts aiming at self-sufficiency in the matter of food supply, the work of the Department as well as its size has grown enormously and according to the figures supplied to us, there are now as many as one Engineer-in-Chief, one Chief Engineer (post held in abeyance), eight additional Chief Engineers, four Directors of Tube-well, Lift Irrigation, underground Water Survey Research Institute, 60 Superintending Engineers, 338 Executive Engineers, 1,547 Assistant Engineers and more than 5,000 Overseers and Electrical and Mechanical Supervisors, and the budget of the Department has gone up to about 1/5th of the total State Budget.

2. In connection with the revision of the scales of pay of the staff of this Department, a number of service associations representing several major sections of the employees sent us their memoranda of demands and the representatives of many of them were also heard by us during the course of evidence. The demands made by these associations and some other individuals were as follows :

(1) *U. P. Engineers Association/Uttar Pradesh Sinchai Vibhag Abhiyanta Sangh*

A comparison has been drawn between the pay scales of the Engineering personnel of this State and those of some of the neighbouring States and it has been contended that the scales of pay of the Engineer Officers in this State are comparatively poor. The Associations have made the following suggestions about the revised scale of pay :

(1) Junior scale	...	750-1,500
(2) Senior scale	...	1,000-2,250
(3) Selection grade (To the extent of 30 per cent of the total cadre)	...	2,500-3,000
(4) Chief Engineer	..	3,500/- (Fixed)

It has also been suggested that the Senior scale should be admissible to officers in the sixth year of their service in the Junior scale and that with the scales of pay indicated above, the Engineer Officers should be allowed project allowance, design allowance and technical pay at the following rates :

Scale of pay		Project allowance	Design allowance	Technical pay
		Rs.	Rs.	Rs.
1	Junior scale .. ..	150	100	150
2	Senior scale .. ..	200	200	200
3	Selection grade .. ..	250	250	250
4	Chief Engineer .. ..	..	..	300

(2) *U. P. Federation of Diploma Engineers, Irrigation Department, non-gazetted Employees' Federation/Engineering Subordinates Association, Irrigation Department.*

For the posts of Overseer/J. E. a scale of pay of Rs.550-20-710/790-25-990/1,070-30-1,310 has been suggested along with a compensatory allowance

of Rs.50 per mensem and it has been stated that the span of the scale has been divided into three equal periods of eight years and after every eight years of service, a rise of Rs.80 has been provided so as to make adequate scope for promotion.

(3) *Ministerial Establishment Association Office of the Chief Engineer, Irrigation Department/Ministerial Association, Irrigation Department, U. P.*

The Association representing the employees of the office of the Chief Engineer, Irrigation Department, has pleaded for parity in the scales of pay of the officials of that office with those of the staff of the Secretariat, the office of the State Public Service Commission, and the office of the High Court, while the other Association has argued against the disparity in the scales of pay of the offices of the Chief Engineer, the Superintending and the Executive Engineers.

(4) *Irrigation Employees Union, Pipri, Mirzapur.*

This Association has demanded a scale of pay of Rs.225-500 for the Mechanics employed in the Department.

(5) *U. P. Public Works Department, Irrigation Branch Tube-well Technical Employees' Association.*

This Association has stated that the Sectional Mistris are required to hold Diploma in Electrical/Mechanical/Automobile Engineering and their job is full of hazards and very arduous. They have, therefore, stated that the scale of pay allowed for the posts is quite inadequate and have asked for a scale of pay of Rs.400-600 for the Sectional Mistris, alongwith a Selection Grade of Rs.600-800. The demands of the Association in respect of other posts held by its members were as follows :

1. Senior Electrician	...	Rs.400-600, with a Selection Grade of
2. Turner	...	Rs.600-800.
3. Rig Mechanic	...	Rs.350-550, with a Selection Grade of
		Rs.500-700.
4. Electrician, Mechanic, Fitter	...	Rs.350-550, with a Selection Grade of
		Rs.550-750.
5. Tractor Driver, Truck Driver	...	Rs.300-500, with a Selection Grade of
		Rs.500-700.
6. Helper, Cleaner, Chaukidar	...	Rs.250-400, with a Selection Grade of
		Rs.400-600.

(6) *Technical Drawing Staff Association, U. P. Katghar Pachpera, Moradabad.*

This association has proposed the following scales of pay for its members :

- (i) Computer ... Scale sanctioned for highest subordinate non-gazetted posts.
- (ii) Draftsman ... Scale of pay sanctioned for Overseers and E.&M. Supervisors.
- (iii) Tracer ... Scale of pay sanctioned for lower technical posts.

(7) *Chaturtha Shreni Karmachari Sangh, Irrigation Department, Lucknow.*

For the Ferro boys employed in the Department, this Association has asked for a scale of pay of Rs.80-140, for those working on machines and that of Rs.60-80 for those working on Ferro Print. The request has been recommended by the Chief Engineer for favourable consideration by this Ayog.

(8) *Superior Revenue Establishment Association, Irrigation Branch, Uttar Pradesh.*

Giving details of the duties and responsibilities devolving on the Deputy Revenue Officers and Zileedars of the Irrigation Department, this Association has asked for parity with the scales of pay in other States which are stated to be in the neighbourhood of Rs.200-500 for Zileedars and that of Rs.350-800 for the Deputy Revenue Officers alongwith a selection grade of Rs.680-1,000 in the latter case.

(9) *Anjuman Anhar, Sinchai Vibhag, Uttar Pradesh*

This Association has given details to show that they did not get a fair treatment at the hands of the Pay Rationalization Committee and have said that the emoluments of Patrols, Tube-well Operators and Amins of the Irrigation Department declined instead of rising after revision of their scales of pay on the recommendations of that Committee. They have claimed parity between the scales of pay of Patrols, Tube-well Operators and Gram Sewaks and Sahayak Krishi Prasari Nirikshaks, on one hand and Amins and Assistant Development Officers on the other. The Association has demanded the following scales of pay for its members :

	Rs.
(i) Patrols/Tube-well Operators	... 175-300
(ii) Amins	... 250-550

A comparison has also been drawn by the Association between the scales of pay sanctioned from time to time for the posts of Patrols/Tube-well Operators on one hand and for the posts of Lekhpal, Registrar Qanungo and Naib-Tahsildars of the Revenue Department on the other, asking for parity with these employees of the Revenue Department. It has been stated that the duties and responsibilities of the Patrols/Tube-well Operators and Amins of the Irrigation Department as also the educational qualifications required for these posts are similar to those of the incumbents of the posts of Lekhpal and Registrar Qanungo of the Revenue Department.

(10) *Munshi Sangh, Sinchai Vibhag, U. P.*

It has been stated that the initial of the scale of pay of the lowest category of employees should be Rs.250 and the scales of pay of the posts of Head Munshis and Munshi should be determined on that basis.

(11) Some of the Electricians of the Irrigation Department as also the Assistant Store-keepers and Mistri (Carpenters) have submitted that their scales of pay were not revised when the general revision of scales of pay was made on the recommendations of the Pay Rationalization Committee. On the basis of the nearest scales of pay and their revised equivalents, these officials have said that their scales of pay should have been revised as follows :

	Rs.
(1) Mistri	... 100-160
(2) Electrician	... 100-160
(3) Assistant Store-keeper	... 100-180

These officials have, therefore, requested that their scales of pay may be revised keeping in view the above position.

(12) *Bhandar Karmachari Sangh, Irrigation Department, Kalagarh, Uttar Pradesh.*

This Association has submitted that the Store-keepers of the Department have been accorded an unfair treatment both at the hands of the 1947 Pay Committee as well as the Pay Rationalization Committee inasmuch as both the Committees reduced their pay scales. It has been stated that the scale of pay sanctioned for them in 1946, when the posts were first created, was Rs.80-160, which was parallel to the scale of pay sanctioned for Overseers and E. and M. Supervisors. The Pay Committee (1947) allowed them the scale of pay of Rs.75-200 instead of that of Rs.120-250, while the Pay Rationalization Committee brought them down to the scale of pay of Rs.100-180. It has been added that on the basis of the duties and responsibilities entrusted to them they should be allowed the same scale of pay as may be sanctioned for the Head Assistant, Head Cashier and the Overseers and E.&M. Supervisors, alongwith special pay as is being paid and may yet be found to be admissible to them.

(13) *Sahayak Bhandar Adhikshak Association, Kalagarh (Garhwal)*

The Association has submitted that the posts of Assistant Store-Superintendents are comparatively new to the Department. It has been said that the officials are responsible for proper management and running of the Stores and appointments in these posts have been made out of Civil Electrical and Mechanical Diploma-holder. The educational qualifications required for the posts as well as the duties and responsibilities are stated to be similar to those of

diploma holders appointed in other posts in department, yet these officials have been allowed the scale of pay of Rs.120-220, except on the Obra Project and in Workshop Circles, where they have been given the scale of pay of Rs.150-260, while the Diploma holders in other posts in the Department viz. Overseers and E. and M. Supervisors, have been sanctioned the scale of pay of Rs.175-300. It has also been stated that, although these Assistant Stores Superintendents are required to perform duties involving handling of valuables as the Cashiers and Store-keepers, they do not receive any special pay as is granted to the Cashiers and Store-keepers in proportion to the amount of security deposited by them.

(14) *Sri Manohar Lal, Work Supervisor, Okhla Head Works, Okhla, New Delhi*

It has been stated that the duties of the post of Works Supervisor which is a peculiar post of its kind, are similar to those of Surveyors and Store-keepers who are allowed the scale of pay of Rs.100-160 and Rs.100-180 respectively, while the scale of pay of the Works Supervisor is only Rs.80-3-140.

(15) *Rajkeeya Parivahan Chalak Sangh, Irrigation Department, Kalagarh (Garhwal).*

It has been stressed by this Association that the scale of pay of Drivers are very poor and prior to its revision on the recommendations of the Pay Rationalization Committee it compared more favourably with the scale of pay of Routine Grade Clerks, than it does now after its revision.

3. In reply to the questionnaire the Engineer-in-Chief, Irrigation Department has suggested 25 scales of pay that should, in his opinion, replace the 52 scales of pay formulated on the recommendations of the Pay Rationalization Committee. In particular, it has been suggested that the pay scales of the Engineers and other Technical personnel should be fabricated on the Central Government pattern and that for the posts of Superintending Engineers and the Executive Engineers there should be an integrated scale of pay of Rs.600-60-1,000-75-1, 0-50-1,800. To avoid stagnation, and provide necessary incentive, a selection grade of Rs.1,300-1,500 for Executive Engineers and that of Rs.1,800-2,000 for Superintending Engineers have also been suggested. Opinion has also been expressed to the effect that the scales of pay of the ministerial staff in the subordinate offices and the Secretariat staff should be similar and recruitment to these posts in the Secretariat as well as in the subordinate office should be made through a common competitive examination.

4. We have carefully considered the demands made by the various service associations as also the recommendations made by the Head of the Department, in the light of the pay-structure evolved by us and the various factors that have weighed with us in determining the same. While we have found no justification for a departure from the general pattern in majority of cases, we have recommended a different scale of pay in the following cases in view of the considerations set forth below :

#### (1) Engineer-in-Chief/Chief Engineer

Although the heads of various departments should get the same scales of pay, we feel that the heads of major departments like the Irrigation Department, should legitimately be in a higher scale of pay. Accordingly, for the post of the Chief Engineer, Irrigation Department we have suggested a scale of pay of Rs.2,250-100-2,750. This will by far, be the highest amongst the scales of pay sanctioned for this post in various States of the Indian Union. The Engineer-in-Chief shall, in the circumstances, continue to be in the scale of pay of Rs.2,500-2,750, which will as heretofore be personal to the present incumbent.

#### (2) Subordinate Establishment

(i) The claim of the ministerial employees for parity with the scale of pay sanctioned for the staff in the Secretariat cannot, for reasons already explained in this Report elsewhere, be acceded to. Similarly, the level of working in the offices of the Chief Engineer, the Superintending Engineers and the Executive Engineers should vary in quality and intricacy, and as such we are not in favour of doing away with the distinction already obtaining in the pay structure in respect of these offices. We have, however, been convinced that the Stenographers of the offices of the Heads of Departments

do not have adequate avenues of promotion available to them. We have, therefore, expressed ourselves, as has been stated elsewhere as well, in favour of providing a selection grade for these officials to the extent of 10 per cent of their strength. In case of the Irrigation Department it was brought to our notice that there were 18 posts of Stenographer in the office of the Engineer-in-Chief in the scale of pay of Rs.160–320. We have, therefore, recommended that, with the scale of pay of Rs.300–500 allowed to these officials, there will also be a selection grade of Rs.400–600 for two posts in the office of the Engineer-in-Chief.

(ii) *Overseers*—The existing scale of pay of Overseers who are diploma holders and are recruited through the Public Service Commission is Rs.175–300. The U. P. Federation of Diploma Engineers and Engineering Subordinates Association have proposed the scale of Rs.550–710, together with a senior scale of Rs.790–990 and the selection grade of Rs.1,070–1,310, along with a compensatory allowance of Rs.50. This suggestion has been found by us to be very much on the higher side. We think that the revised scale of Rs.300–8–340–10–440–12–500, would be proper and we recommend the same for them.

While the number of overseers in the Irrigation Department is over 5,000, the number of Assistant Engineers has been reported to be 1,547. It has been brought to our notice that 20 per cent of the vacancies in the posts of Assistant Engineer are reserved for promotion of overseers. These figures support the contention of the Engineer-in-Chief that the chances of promotion of overseers are very meagre and that a majority of them are stagnating at the maximum of their time scale. We find force in this claim and feel that these officials have a good case for better chances of promotion. We accordingly recommend a selection grade of Rs.400–20–600 to the extent of 10 per cent of the permanent posts of overseers.

(iii) *Draftsman*—We do not find ourselves in favour of having three different scales of pay for the posts of Draftsman. In our opinion, there should be a grade for the officials who possess the necessary qualifications laid down for the posts, and there should be another scale of pay which should cover all those who do not possess the necessary qualification. Accordingly, we have recommended a scale of pay of Rs.280–450 for qualified Draftsmen and that of Rs.200–320 for the Draftsmen who are not qualified. Effort should be made to recruit in future only such persons as possess the necessary qualification, laid down for the posts. We do not think that there is now any dearth of qualified hands.

(iv) *Store-keeper/Assistant Store-keeper*—So far as these officials are concerned we are of the opinion that the scale of pay of Rs.100–180 was inadequate for them. We have, accordingly, recommended a scale of pay of Rs.230–380 for this category of posts.

(v) *Driver*—The details furnished to us show that there are three posts of Driver in the scale of pay of Rs.100–160. This scale of pay as, in our opinion rather on the higher scale. Unless the drivers holding these posts ply heavy vehicles, in which case they would be entitled under our recommendations to the scale of pay of Rs.185–265, we have recommended for them the scale of pay of Rs.175–250.

(vi) *Sanitary Inspector*—On the basis of their existing scale of pay the officials holding these posts would have been entitled to Rs.230–380. In our opinion, they should get the same scale of pay as is allowed for the Sanitary Inspectors under the Public Health Department. We have accordingly, recommended a scale of pay of Rs.280–450, for these posts. The appointing authority for these posts in the Irrigation Department must ensure that the officials appointed in them invariably possess the educational and technical qualifications laid down for these posts under the Public Health Department.

(vii) *Patrols, Tube-well Operators, Amins, Ziledars, Munshi and Head Munshi*—We have given anxious thought to the demands made by the service association representing these officials as also to the recommendations made by the Irrigation Department, who have, in a note referred to us, said that

the scales of pay for these posts as sanctioned in 1965 should have instead been as follows:

	Rs.	
(1) Patrol ..	75-115	(with a selection grade of Rs.80-140 for 10 per cent of permanent posts.
(2) Tube-well Operator ...		
(3) Amin ..	100-160	
(4) Zildar ..	150-260	
(5) Munshi ..	100-180	
(6) Head Munshi ..	120-220.	

While recommending the revision of the scales of pay of these on the above basis, the Irrigation Department have stated that the minimum educational qualifications required for the posts would be raised from Junior High School to High School, in case of Patrols, Tube-well Operators and Munshis, and from High School to Intermediate examination in case of the posts of Amin.

On careful consideration of the matter in its various aspects, we could agree with the suggestions of the Irrigation Department only partially. Accordingly, we have recommended for the above posts the scales of pay as shown below :

	Rs.	
(1) Patrol/Tube-well Operator ...	175-250	(with a Selection Grade of Rs. 185-265 of 10 per cent of permanent posts).
(2) Amin ...	200-320	
(3) Zildar ..	280-450	
(4) Munshi ...	185-265	
(5) Head Munshi ...	200-320	

We have made the above recommendations on the assumption that the minimum educational qualifications laid down for the posts would be revised by the Irrigation Department from Junior High School to High School and from High School to Intermediate examination as has been stated by them in the aforesaid note.

5. We are not in favour of running scales of pay as have been suggested by some of the Associations. The demands made by the Associations in cases other than those discussed above were found to be rather high and as such, the same could not find favour with us. The details of our recommendations in respect of the pay scales of the staff of this Department will be found in Part II of this Report, and our recommendations regarding various other allowances will be found in relevant Chapters.

## 26. TECHNICAL AUDIT CELLS

At present, two Technical Audit Cells are working at the Headquarters of the Government. One is for the Public Works Department and the other for the Irrigation Department and they were established in 1959 and 1969 respectively. These Cells work under the respective Secretaries to Government in the Public Works and Irrigation Departments. The posts in the Technical Audit Cell of the Public Works Department are filled by officers drawn on deputation from the Irrigation Department. Similarly the posts in the Audit Cell of the Irrigation Department are filled by the officers drawn from the Public Works Department.

2. In all there are two posts of Chief Technical Examiners in the scale of pay of Rs.1,300–1,600 plus a special pay of Rs.150 p.m., six posts of Technical Examiners in the scale of pay of Rs.600–1,250 plus a special pay of Rs.100 p.m., and six posts of Assistant Technical Examiners in the scale of pay of Rs.300–900 with a special pay of Rs.75 p.m. in these two cells. The scales of pay of these posts are equivalent to those of the Superintending Engineers, Executive Engineers and Assistant Engineers in the Public Works Department and the Irrigation Department.

3. In a memorandum submitted to us, the Chief Technical Examiners have stated that they have to go into intricate technical and accounts matters with a very critical approach in order to detect omissions and mistakes of the executive and administrative staff of the Public Works and Irrigation Departments. They have to examine detailed estimates, legal contracts, returns, bills, etc. and also to carry out site inspections in connection with inquiries which are initiated at the Government level. They have also to be on tour for long periods and, therefore, have requested enhancement of special pays as below :

			Rs.	p.m.
1. Chief Technical Examiners	...	...	...	250
2. Technical Examiners	...	...	...	200
3. Assistant Technical Examiners	...	...	...	150

We have carefully considered this request, but in view of the upward revision of scales of pay in general, including the pay scales of these posts, we do not consider it necessary, to enhance the existing rates of special pays admissible to the incumbents of these posts.

4. The Sections Incharge of the offices of these two Cells who are in the scale of Rs.250–325, have demanded parity with the staff of the Secretariat saying that their duties and responsibilities are very important and they have to deal with secret and complicated matters including inquiries against officers and have also to look into the charge-sheets framed against them.

A suggestion has been made that the ministerial posts in the Audit Cells may be made a part and parcel of the Secretariat Administration Department. This is for the Government to consider.

Since these posts are presently being filled in by officials drawn from the offices of the Chief Engineers of the Public Works and Irrigation Departments, we are unable to recommend pay scales allowed for such posts in the U. P. Secretariat. Keeping in view, the duties and responsibilities of the Sections Incharge we have proposed a scale of pay of Rs.450–25–700 for them.

5. There are eight posts of Stenographers in the Audit Cells, in the pay scale of Rs.120–250. We have proposed two scales of pay for Stenographers to be posted in these cells. Stenographers attached to the Chief Technical Examiners should be in the higher scale of pay of Rs.300–500 and the rest should be in the scale of Rs.250–425.

Full details of the recommendations will be found in Part II of our Report.



## 27. POWER DEPARTMENT

### Government Electrical Inspectorate

The Electrical Inspectorate was established in the year 1903. Up to March 31, 1954, it had been under the control of the Public Works Department, but with effect from April 1, 1954, it was separated and constituted as an independent Department and the Electrical Inspector to Government was given the status of a Principal Head of Office. The Inspectorate was centralised in Lucknow up to 1964, but the State Government, in view of the growing generation and use of electricity for development and other works have laid stress on periodical inspections of the establishments of the licencees and power Generating Stations, big consumers etc. For undertaking these responsibilities, the Inspectorate was decentralised into 10 Zonal and 3 Regional Offices.

2. The Inspectorate carries out inspections of Electrical Installation to see whether they are in conformity with the Indian Electricity Act, 1910 and the Indian Electricity Rules, 1956, framed thereunder. The Inspectorate makes enquiries into electrical accidents and sends reports to Government regarding their causes and prevention. The Revenue of this Inspectorate comprises Electricity Tax, fees for inspection of Electrical installation and miscellaneous receipts for the issue of licences and permits and their renewals, etc.

3. The Electrical Inspector to Government has been declared a Head of Department with effect from August 20, 1971 and allowed the pay scale of Rs.1,300-1,600. His status is that of a Superintending Engineer. He has submitted a memorandum requesting for revision of his pay scale as well as of the officers and staff working under him. A separate memorandum was also received on behalf of ministerial employees of the Inspectorate requesting that since the Electrical Inspector had been declared a Head of the Department, the pay scales as admissible to employees of other Heads of Departments might be allowed to them. It was stressed that the ministerial staff working in technical departments should be given special consideration. The Electrical Inspector also referred, under instructions of the Government in the Power Department, the matter regarding upgrading the posts of Head Clerk and Accountant to that of Head Assistant and Chief Accountant respectively.

4. We have considered the various demands and find no justification for upgrading the scales of pay of the ministerial employees only on the ground that they are working in a technical department. We, however, observe that the present pay-scale of the post of Head Clerk is Rs.150-260, while in other Heads of Departments of the same status, it is Rs.160-320. We have, therefore, recommended a revised pay-scale of Rs.300-500 for the post of the Head Clerk. We have also recommended that the post of Stenographer to the Electrical Inspector, should be in the higher pay-scale of Rs.300-500 on account of his duties and responsibilities, while for other posts of Stenographers, the pay-scale should be Rs.250-425. We also notice that in this Inspectorate, there are 24 posts of Class I and II officers, while the total number of Stenographers is 22. Government may like to consider whether 22 Stenographers are really needed, and whether work cannot be carried out on a pool basis, at least at the Headquarters Office of the Inspectorate. We also find that the present pay-scale of the Accountant is Rs.120-220, which is not admissible to the Accountants in the offices of other Heads of Departments of equivalent status. We, have therefore, recommended a revised pay-scale of Rs.250-425 for this post. This post with the same name exists in the office of other Heads of Departments and therefore, we find no justification for any change in its designation.

5. There is a post of unqualified Draftsman in the Inspectorate. We have recommended a pay-scale of Rs.200-320 for it as for those of the unqualified draftsman in other departments.

6. Our recommendations about the scales of pay of Government Electrical Inspectorate will be found in Part II of our Report.

## 28. LOCAL SELF-GOVERNMENT AND HOUSING DEPARTMENTS

### (a) Local Self-Government Engineering Department

The main work of the Department is to improve environmental sanitation by providing safe drinking water supply and proper drainage in urban and rural areas. The first attempt in this direction was made in the year 1894 when a Sanitary Engineering Branch was established under the administrative control of the State Public Works Department with a Sanitary Engineer to Government as its head. The status of the Head of the Department was raised to that of Chief Engineer in 1947. The Department was re-named as Local Self-Government Engineering Department in 1951. The important functions of the Department are preparation and execution of water supply, drainage, sewage utilization, sanitation, electrification and other health works for local bodies, Government Departments, Government sponsored melas and rural areas of the State.

The Chief Engineer, Local-Self Government Engineering Department is assisted at the headquarters by two Additional Chief Engineers, one Superintending Engineer (Electrical and Mechanical), four Personal Assistants to the Chief Engineer of the rank of Executive Engineer, one Officer on Special Duty of the rank of Executive Engineer, three other Executive Engineers, one Senior Accounts Officer, one Accounts Officer, one Assistant Accounts Officer, one Deputy Director Agriculture (Sewage Farm), one Assistant Engineer (Civil), one Assistant Engineer (Electrical and Mechanical), 132 ministerial and 37 inferior staff. In the field, there are 18 circle offices, each under the charge of a Superintending Engineer. There is one Executive Engineer (Electrical and Mechanical), three Assistant Engineers (Electrical and Mechanical), eight Overseers (Electrical and Mechanical), besides some ministerial and inferior staff, in the office of each Superintending Engineer. In each circle there are between five to seven divisions, each under the charge of an Executive Engineer who has normally four Assistant Engineers under him. In so far as could be ascertained, the present strength of the Superintending Engineers Executive Engineers, Assistant Engineers and Overseers is 20, 125, 491 and 1,811 respectively, along with a number of other technical, ministerial and inferior staff.

The reply of the Chief Engineer, Local Self-Government Engineering Department, to the questionnaire issued by our Commission is the same as that of the Chief Engineer Public Works Department. He has made the following specific suggestions about the revised scales of pay to be allowed to the Engineers :

	Rs.
1. Junior Grade	500-40-1,300
2. Senior Grade	1,000-50-2,000
3. Selection Grade	2,500-100-3,000

with the provision that at the time of promotion from the Junior to the Senior Grade, the salary of an officer should be fixed at the next stage in the senior scale after allowing three extra increments in the junior scale, or the minimum of the senior scale, whichever be more. According to him, the posts of the Executive Engineer and above should be in the Senior Grade, while those of Additional Chief Engineer and Chief Engineer should be in the Selection Grade. Pending decision on the proposed three grade system, he has made the following suggestions for the revision of the pay-scales of the various posts in his department :

Serial no.	Name of post	Present pay scale	Pay scale proposed	Technical pay proposed	Remarks
1	2	3	4	5	6
1	Assistant Engineer.	Rs. 300-900 with starting pay of Rs. 350.	(1) Rs. 500-40-1,100-50-1,300. (2) Rs. 1,100-50-1,500 (selection Grade).	Rs. 100	

Serial no.	Name of post	Present pay scale	Pay scale proposed	Technical pay proposed	Remarks
1	2	3	4	5	6
		Rs.	Rs.	Rs.	
2	Executive Engineer.	600—1,250	(1) 1,000—50—1,500. (2) 1,500—50—1,700 (selection Grade).	100	..
3	Superintending Engineer.	1,300—1,600	1,500—50—1,700—75—2,000—100—2,200.	100	..
4	Additional Chief Engineer.	1,300—2,000	2,500—125—3,000.		For parity with similar posts e.g. members of various tribunals to which members of State Judicial Service are appointed.
5	Chief Engineer	2,000—2,250	3,500 fixed	100	Being head of major department.
6	Assistant Accounts Officer.	250—750	400—30—550—40—750—50—1,200.	..	..
7	Personal Assistant.	400—550	700—40—900—50—1,100.	..	..

As regards skilled, semi-skilled and unskilled Class IV employees, e.g. Beldars, Mates, etc. engaged in the Department, the Chief Engineer has suggested the following scales of pay :

		Rs.
1. Junior Grade	...	100—5—200
2. Senior Grade	..	150—5—250
3. Selection Grade	...	200—10—300

with the stipulation that after serving for 10 years in the Junior Grade, the incumbents will be placed in the Senior Grade on the basis of merit and seniority and thereafter they will be promoted to the Selection Grade according to the number of vacancies in the selection grade.

The Chief Engineer has also proposed the under mentioned scales of pay for technicians, e.g. Overseers, Compounders, Architectural Assistants, Head Draftsman, Architectural Draftsmen, Foremen, Chemists (Research Institute), Tracers, Laboratory Assistants, etc. and ministerial staff (e.g. Head Assistants, Head Clerks, Stenographers, Senior Noter and Drafters, Junior Noter and Drafters, Upper Grade Clerks, Lower Grade Clerks and Routine Clerks, etc.):

		Rs.
1. Junior Grade	..	170—10—350
2. Senior Grade	...	300—15—600
3. Selection Grade	...	400—25—900

with the same stipulations as mentioned above in the case of Class IV employees.

Regarding the placement of technical staff, he has suggested that the Overseers and other equivalent technicians should be appointed in the Senior Grade and they should get selection grade when promoted therein according to the number of vacancies on the basis of merit and seniority. According to him, the posts of Head Assistants and Head Clerks should be placed in the Selection Grade and those of Legal Assistants in the Senior Grade. He has proposed the same method for fixation of salary on promotion from a Junior to a Senior Grade as proposed in the case of Engineers.

Pending adoption of the three-grade system proposed above, he has recommended the following scales of pay for the various non-gazetted technical, ministerial and skilled and unskilled inferior posts :

*Class III—Technical Posts*

Serial no.	Name of posts	Existing pay scale	Pay scale recommended
1	2	3	4
		Rs.	Rs.
1	Foreman .. ..	225—500	400—25—900 (Selection Grade).
2	Computer .. ..	180—380	300—15—600 (Senior Grade).
3	Head Draftsman ..	160—280	300—15—600 (Senior Grade).
4	Overseer (Civil)/(Electrical and Mechanical).	175—300	300—15—600 (Senior Grade).
5	Draftsman ..	100—180	200—10—400 (Junior Grade).

*Non-Gazetted Class III—Ministerial Posts*

Serial no.	Name of posts	Existing pay scale	Pay scale recommended
1	2	3	4
		Rs.	Rs.
1	Head Assistant, Chief Engineer's Office.	350—450	400—25—900 (Selection Grade).
2	Head Assistant, Circle Office	250—325	
3	Head Clerk, Chief Engineers Office.	160—320	
4	Stenographer, Chief Engineer's Office.	160—320	
5	Senior Noter and Drafter, Chief Engineer's Office.	140—280	300—15—600 (Senior Grade).
6	Head Clerk, Divisional Office	150—260	
7	Senior Noter and Drafter, Circle Office.	120—250	
8	Stenographer, Circle Office	120—250	
9	Stenographer Divisional Office	120—250	
10	Upper Grade Clerk ..	120—220	
11	Junior Noter and Drafter-cum-Record Keeper, Chief Engineer's Office.	120—220	
12	Junior Noter and Drafter, Circle Office.	120—220	
13	Store-keeper .. ..	120—220	200—10—400 (Junior Grade).
14	Draftsman .. ..	120—220	
15	Reference Clerk, Chief Engineer's Office and Circle Office.	100—180	
16	Reference Clerk, Divisional Office.	100—180	

*Class IV—Skilled and Semi-skilled*

Serial no.	Name of posts	Existing pay scale	Pay scale recommended
1	2	3	4
		Rs.	Rs.
1	Truck Driver	80—140	200—10—300 (Selection Grade).
2	Wireman		
3	Mechanic		
4	Jeep Driver	75—115	150—5—250 (Senior Grade).
5	Fitter and Turner		
6	Time-keeper		
7	Mechanic (Unqualified)	65—90	120—5—200 (Junior Grade).
8	Electrician		
9	Pump Driver		
10	Work Mistri	65—90	120—5—200 (Junior Grade).
11	Black Smith		
12	Carpenter		
13	Compressor Operator		

*Class IV—Unskilled*

1	Daftari	..	..	60—80	200—10—300 (Selection Grade).
2	Jamadar	..	..		
3	Peon	..	..	55—75	150—5—250 (Senior Grade).
4	Chaukidar	..	..		
5	Waterman	..	..		
6	Sweeper	..	..		
7	Mali	..	..		

A few Superintending and Executive Engineers of this Department have also sent to us their reply to the questionnaire which is the same as that sent by the Chief Engineer.

A memorandum has also been received from the U. P. Engineering Association in which they have demanded the following scales of pay for the engineers :

		Rs.	
1.	Junior scale	... 750—50—1,500	
2.	Senior scale	... 1,000—75—1,560— 100—2,250	(To be admissible after six years service in the Junior scale).
3.	Selection Grade	... 2,500—125—3,000	
4.	Chief Engineer	... 3,500 fixed.	

It has also been suggested that after putting in eight years of service, an Engineer should be promoted to the Senior Grade if he is not considered unfit for such promotion, irrespective of the fact whether a post is available for promotion or not. Along with the scales of pay, the Association has also demanded Technical Pay, Project Allowance and Design Allowance at the following rates :

Pay Range	Proposed Technical pay	Proposed Project Allowance	Proposed Design Allowance
1	2	3	4
	Rs.	Rs.	Rs.
1. Junior Grade	150	150	100
2. Senior Grade	200	200	200
3. Selection Grade	300	250	250

The U. P. Technical and Drawing Office Staff Association has demanded the following scales of pay :

1. Architectural Assistant	}	...	...	Rs. 600-900
2. Computer				
3. Head Draftsman				
4. Draftsman (Recruiting Grade)		...	...	350-650
5. Draftsman (Senior Grade)		...	...	450-750
6. Selection Grade for Head Draftsman, Computer, etc.		...	...	700-1,100

The Ministerial Services Association of the Local Self-Government Engineering Department has urged for grant of parity to the ministerial staff of the offices of Heads of Departments with that in the U. P. Civil Secretariat and has demanded the following scales of pay for the various categories of employees :

Name of post	Pay scale demand Rs.	
1. P. A. Ministerial	700-40-900-50-1,100	
Class III—Ministerial		
2. Head Assistant		
3. Head Clerk	400-35-610-50-910	
4. Legal Assistant		
5. Stenographer, Chief Engineer's Office.	}	300-20-420-30-600
6. Stenographers, Circle Office		
7. Stenographers, Divisional Office.		
8. Senior Noter and Drafter, Chief Engineer's Office.		
9. Senior Noter and Drafter, Circle and Divisional Offices.		
10. Junior Noter and Drafter, Chief Engineer's Office.		
11. Junior Noter and Drafter, Circle and Divisional Offices.		
12. Record-keeper, Chief Engineer's Office.		
13. Record Keeper, Circle and Divisional Offices.		
14. Auditors		
15. Senior Accounts Clerks		
16. Reader-cum-Stenographer		
17. Routine Clerks		
18. Lower Grade Clerks		
19. Typist		
20. Store-keeper (Special pay Rs.30).		
21. Draftsman, Grade II		
22. Tracer		
Class III—Technical		
23. Architectural Assistant	}	400-35-610-50-910
24. Foreman		
25. Head Draftsman		
26. Computer	}	300-20-420-30-600
27. Draftsman, Grade I		
28. Architectural Draftsman		
29. Overseer (Civil) and (Electrical and Mechanical)		
30. Surveyor		
Class IV		
31. Daftari	}	150-5-210-10-250
32. Peon		
33. Orderly Peon		
34. Mali		
35. Farrash		
36. Sweeper		
37. Ferroboy and Water Boy		

The Class IV Employees Association, Local Self-Government Engineering Department, which is affiliated to the U. P. Class IV Employees Federation, has demanded that the minimum emoluments of a Class IV employee should be fixed at Rs.250 per month and that more avenues for their appointment to ministerial posts should be opened by reducing the minimum qualification prescribed for recruitment from High School or Intermediate to Junior High School.

We have carefully considered the demands made by the various Associations of employees. For reasons already mentioned by us in the chapter relating to Principles for Determination of Salary Structure, we have not found it possible to accept the demand for grade pay system or running scales of pay for any category of employees. We also do not think that the Chief Engineer of the Local Self-Government Engineering Department, which is not of the same size as the Public Works or Irrigation Departments, should be kept at par with the Chief Engineers of the said departments for whom we have recommended a higher scale. We have, however, allowed the same scales of pay for the Engineers, Overseers, Draftsman, other technical and ministerial staff and Class IV employee of this department as for other engineering departments. The observations made by us in the chapter on Public Works and Irrigation Departments in regard to the various demands of the employees of different categories apply with equal force here also. We have recommended a Selection Grade equal to 10 per cent of the permanent posts in the cadre of overseers. We have also provided for one post of Stenographer attached to the Chief Engineer a higher scale of Rs.400-20-600. We do not think that the minimum educational qualification prescribed for recruitment to the ministerial posts should be reduced to junior High School. On the other hand, there is need, if at all, for raising the High School qualification, wherever prescribed even now, to Intermediate.

The existing scale of pay as well as those recommended by us for the various posts are given in Part II of the Report and our recommendations regarding the various allowances will be found at proper places in the relevant chapters.

#### (b) Town and Country Planning Department

Statutory town planning began in this State with the enactment of the U. P. Town Improvement Act, 1919 and setting up of Improvement Trusts in some cities and towns, but it was in 1947 that a Town Planning Section was set up as a part of the Public Works Department. In 1948, a separate Central Planning Office was established with an independent Town Planning Wing. With the expansion in its activities, the Town Planning Office was converted into an independent Town and Village Planning Department, under the charge of a Town and Village Planner. Later on, the name of this Department was changed into Town and Country Planning Department under the charge of a re-designated head known as Chief Town and Country Planner, U. P.

2 The main function of the Town and Country Planning Department is the preparation of master plans for uses of land and defining and enforcing minimum standards for housing and other services to be provided for towns and other places of human habitation according to their requirements, as well as their implementation. The Department guides the policies regarding physical development by preparing master plans for rural and urban areas and thereby controlling their haphazard growth.

3. The Chief Town and Country Planner, is assisted by two Senior Town Planners, one Senior Architect, one Architect Planner, two Town Planners, one Executive Engineer (Technical), one Executive Engineer (Physical Survey Division), eight Associate Planners, two Assistant Town Planners, two Assistant Architects, one Assistant Engineer (Technical), fifteen Assistant Planners, two Assistant Sociologists and a number of other technical and non-technical ministerial and inferior staff.



4. The Chief Town and Country Planner has in his reply to the questionnaire issued by us proposed that there should be a grading system with a Junior Scale, a Senior Scale and a Selection Grade in every service, and also that equal avenues of promotion should be provided to the members of all Services. He also suggested that identical scales of pay should be provided for the various State Services. In a separate memorandum, he submitted that town and village planning should not be treated merely as one of the social services, but should be treated as an investment in production. He emphasized that, as recommended by the Committee on "Shortage of Town Planning Personnel" also, the scales of pay of those engaged in town planning work should not be

kept lower than those in other technical services. He has quoted the scales of pay proposed by the Committee on 'Shortage of Town Planning Personnel' and also made his own suggestions for revision of the scales of pay for the following posts :

Serial no.	Name of post	Present scale of pay	Scale of pay proposed by the Committee on 'Shortage of Town Planning Personnel' as quoted by the Chief Town and Country Planner	Scale of pay proposed by the Chief Town and Country Planner
1	2	3	4	5
		Rs.	Rs.	Rs.
1	Chief Town and Country Planner.	1,800—2,000	2,250—2,500	2,250—2,500 Or as may be revised for Chief Engineer, P. W. D.
2	Senior Town Planner	1,300—1,600	1,300—1,800	1,400—1,800
3	Associate Planner	600—1,250	700—1,250	750—1,400
4	Architect Planner	600—1,250	700—1,250 ]	750—1,400
5	Town Planner ..	600—1,250	700—1,250	750—1,400
6	Executive Engineer	600—1,250	..	750—1,400
7	Assistant Planner	300—900 (With a start of Rs. 350).	400—950	400—1,100 (Plus technical pay of Rs. 500).
8	Assistant Sociologist	250—750		400—1,000 (Plus technical pay of Rs. 450).
9	Assistant Engineer	300—900 (With start of Rs. 350).		400—1,000 (Start of Rs. 450)
10	Architectural Planning Assistant.	175—300		250—750
11	Photographer ..	120—220		300—600
12	Head Clerk/Head Clerk-cum-Accountant	150—260		250—500
13	Electrician ..	120—220		250—500
14	Dark Room Assistant	80—140		200—400
15	Accountant ..	120—220		250—500
16	Stenographer ..	120—250		250—500
17	Senior Clerk ..	120—220		220—425
				OR other equivalent scale of pay which may be determined.
18	Architectural Planning Assistant.	175—300		250—750
19	Statistical Assistant	200—400		300—600
20	Head Draftsman ..	180—380		275—560
21	Qualified Draftsman	160—280		250—500
22	Unqualified Draftsman.	120—220		200—400
23	Computer ..	180—380		275—560
24	Overseer or Overseer cum-Surveyor.	175—300		275—560
25	Survey Assistant	175—300		275—560
26	Junior Clerk/Typist	100—180		160—320
27	Blue Printer (Technical or Ordinary).	80—140		130—240
28	Rota Print Assistant	100—160		160—320
29	Tracer ..	80—140		130—240
30	Driver ..	75—115		130—240
31	Peon, Daftari, Chaudidar, Sweeper, etc.	55—75		110—175
				OR other equivalent scale of pay which may be determined.



5. The non-gazetted staff Association of Town and Country Planning Department has made the following suggestions for revision of the scales of pay of the various categories of staff :

Serial no.	Name of post	Existing pay scale	Pay scale suggested
		Rs.	Rs.
1	Architectural-cum-Planning Assistant.	175—300	400—900
2	Head Draftsman ..	180—380	350—750
3	Statistical Assistant ..	200—400	400—900
4	Photographer ..	200—300 (of present ineumbent) 120—220 (as recommended by P. R. C.)	400—900
5	Dark Room Assistant ..	80—140	200—400
6	Rota Printing Assistant	100—160	250—500
7	Electrical Supervisor		As per P. W. D. and other Departments.
8	Overseer		
9	Computer		
10	Blue Printer		
11	Survey Assistant		As for the Overseers in P.W.D.
12	Blue Printer (Technical)		As for other I.T.I. pass persons.
13	Office Establishment ..		As in other offices of Heads of Departments.
14	Stenographer ..		
15	Peon and Chaukidar ..		

6. In his oral evidence before us, the Chief Town and Country Planner reiterated the points made out by him in his reply to the questionnaire and added that the Department was finding it difficult to recruit Assistant Town Planners due to the low scale of pay of this post. He also indicated that while the scale of pay of the post of Assistant Sociologist in his Department was Rs.250—750, that of the Junior Associate to Rural Life Analyst in the Planning Research and Action Institute, whose qualifications were the same as those of Assistant Sociologist, was Rs.300—900. He further pointed out that the pay scales of the Architectural Planning Assistants, photographers and Dark Room Assistants in his Department were lower than those in the Public Works, Information or other Departments although the qualifications prescribed for recruitment to and the duties of these posts in these departments were identical. He added that the scales of pay of clerical posts in his headquarters office were equivalent to those in force in the divisional offices in the Public Works Department and deserved to be revised upwards.

7. We find that the duties and responsibilities of the Chief Town and Country Planner and those of the Chief Engineer, Public Works Department are not on equal footing. Town and Country Planning is a very small Department with a small number of engineers and other staff. The existing scale of pay of this post is Rs.1,800—2,000, while that of the Chief Engineer is Rs.2,000—2,250. The scale and the status of this post has never been equal to that of the Chief Engineer, Public Works Department. Even the Pay Rationalization

Committee had recommended the scale of Rs.1,300–1,600 only for this post. Later on, its scale of pay was raised to Rs.1,500–1,700 and then to Rs.1,800–2,000. As the Town and Country Planning Department is rapidly expanding, promotions have been rather very quick, but in respect of size, workload, etc., the Department has not yet reached the level of the Public Works Department. In the circumstances, there appears to be no justification for bringing the post of the Chief Town and Country Planner at par with that of the Chief Engineer, Public Works Department. We think that the scale of Pay of this post should be revised to Rs.1,900–2,250. As regards the post of Assistant Sociologist, no post with such a designation or that of Junior Associate to Rural Life Analyst in the scale of Rs.800–900, has been reported to us by the Planning Research and Action Institute. For the post of Assistant Sociologist in the office of the Chief Town and Country Planner, we have proposed the scale of pay of Rs.450–950, which we feel is adequate.

As regards the post of Architectural-cum-Planning Assistant, the Chief Town and Country Planner had informed us that out of 15 posts which existed, several were lying vacant because the existing scale of Rs.175–300 was very low. He bemoaned that his scale was even lower than that of Head Draftsman. He requested that the scale of pay of the post should be upgraded and then revised. We find that in the Public Works Department, the scale of the Architectural Assistant is Rs.250–750. There, the post is filled through the Public Service Commission and the qualifications prescribed for it are also higher. Thus, it is difficult for us to accept the claim for parity in the scale of pay of the post of Architectural-cum-Planning Assistant in the Town and Country Planning Department and that of Architectural Assistant in the Public Works Department. Nevertheless, keeping in view the facts brought to our notice by the Chief Town and Country Planner, we have recommended the scale of Rs.350–15–500–20–600–25–700 for this post, as against the scale of Rs.300–500 which would have been otherwise admissible for it in the normal course. We would, however, suggest that the scale for these posts in the Town and Country Planning Department will in future be admissible if these posts are filled through the Public Service Commission.

8. Regarding the ministerial staff, we find that this is a small office as compared to the Public Works or Irrigation or Local Self-Government Engineering Department, and, therefore, it may not be proper to allow to the ministerial staff of this office the same scales of pay which we have proposed for the ministerial staff of those Departments. As for the post of Photographer, we have recommended the same scale of pay as has been recommended by us for the post of Cameraman of the Public Works Department as the post of this designation (Photographer) does not exist in that Department. The scale of pay of the post of Dark Room Assistant has also been proposed similarly.

The existing scales of pay of the employees of the office of the Chief Town and Country Planner and those proposed by us appear in Part II of our Report.

### (c) Directorate of Local Bodies

Following the centralisation of some of the important Palika Services under the Uttar Pradesh Palika (Centralised) Services Rules, 1966, it was felt that some machinery for effective control of the work relating to the Centralised Services should be set-up. In order to handle the work relating to the Centralised Services under the Nagar Mahapalikas and Nagar Palikas, as also other work relating to local bodies which need not necessarily be dealt with at the Government level or in the Secretariat, a Directorate of Local Bodies was set up in June, 1970. The Commissioner and Secretary to the Government in the Local Self-Government Department acts as the *ex-officio* Director. The day-to-day work of the Directorate is looked after by a Deputy Director, who is at present an officer of the Senior Scale of the Indian Administrative Service, and is also designated as *ex-officio* Deputy Secretary to Government in the Local Self-Government Department. Besides the Director and the Deputy Director, whose pay scales are not to be revised by our Commission, the remaining staff consists of a Personal Assistant (Gazetted) to the Director, an Upper Division Assistant, an Accountant, two Lower Division Assistants, one Accounts Clerk, one Office Peon and one Chaukidar-cum-Farrash.

2. No reply to the questionnaire issued by us, nor any memorandum of demands was received either from the Director or from the subordinate employees of the Directorate. No specific recommendations for the revision of the pay

scales of the employees of this Directorate were received, except that in his demi-official letter no. 6879-DLB/35 (VA)-72, dated October 27, 1972, Sri Devi Dayal, Deputy Director and *ex-officio* Deputy Secretary to Government in the Local Self Government Department intimated that the pay scale of the post of Personal Assistant to the Director, as also of other posts, should be the same as those for the post of Personal Assistant and other posts in the offices of other Heads of Departments, as for instance, the Director, Harijan and Social Welfare. In this letter, he also intimated that the prescribed minimum qualifications and the method of recruitment for the various posts in the Directorate were the same as in the offices of other Heads of Departments, and that no separate service rules have yet been framed for the employees of the Directorate.

3. We would now deal with the case of the post of Personal Assistant (Gazetted) to the Director about whom there are certain special features. The scale of pay approved for this post in Government Order No. 952-B (2)/II-Ka-572-65, dated June 1, 1970, is Rs.400-25-550. The present incumbent of this post is reported to be a permanent Personal Assistant of Secretariat in the scale of Rs.200-450. His deputation to this Directorate in the scale of Rs.400-25-550 was sanctioned in Secretariat Administration Department Office Memorandum No. 9/86-Deputation/20-E-1-1970 (201/70), dated July 20, 1970. We feel that the scale of pay allowed to the present incumbent is much higher than the scale of pay of the post of Personal Assistants in the Secretariat as also higher than the existing scale of Rs.350-500 of the post of Personal Assistant in the Directorate of Harijan and Social Welfare. In the circumstances, we feel that this scale does not need upward revision, and recommend that the present incumbent may be allowed his own grade pay in the substantive post or the existing scale as personal to him. We would also suggest that Government may prescribe suitable qualifications, say graduation as a minimum qualification, and also a few years' experience, and fill the post through the Public Service Commission since the post is gazetted and its existing scale of pay is higher than the existing scale of pay of several other gazetted posts. In the absence of prescribed minimum qualifications for recruitment to this post, we could not suggest a pay scale for the post.

4. In respect of the posts in the Directorate, we have proposed scales in line with the existing emoluments. These are contained in Part II of our Report.

## HOUSING DEPARTMENT

### (d) Regulated Areas in Uttar Pradesh

There is a definite trend towards urbanization in the country and as such there is an imperative need for planned development of urban areas, if they are to function, as healthy centres of economic growth. The Town and Country Planning Department carries out the required physical, socio-economic and other surveys and prepares Master Plan for cities, towns and villages. The master plans, after they are approved by the Government, are implemented—

- (1) by regulation and control of building operations, and
- (2) by positive action for urban development.

2. The work regarding the regulation and control of building operation is entrusted to the Prescribed Authorities set up for areas and towns declared as Regulated Areas under the Uttar Pradesh (Regulation of Building Operations) Act, 1958. On the declaration of any area as 'regulated area', the operation of certain sections of the Uttar Pradesh Nagar Mahapalika Adhiniyam, 1959, the Uttar Pradesh Municipalities Act, 1916, the Uttar Pradesh Town Improvement Act, 1919, etc. remains suspended for the period during which declaration relating to it remains in force.

3. The provisions of the said Act, have been applied to KAVAL cities and a number of other cities, towns and areas. The Mukhya Nagar Adhikaris of Nagar Mahapalikas in KAVAL towns have been appointed "prescribed authority" under the Act. Similarly, the Administrator, Improvement Trust, Ghaziabad and the President Municipal Board, Bareilly have been appointed as the Prescribed Authority for Ghaziabad and Bareilly area respectively. A whole-time senior officer has, however, been appointed as the Prescribed Authority for the Regulated Area of Rihand Region with headquarters at Robertsganj, district Mirzapur. In other cities and towns, the functions of Prescribed Authority are being discharged by the Additional District Magistrate (Executive) or the

City Magistrate or the Sub-Divisional Magistrate concerned. The positive action for implementation of the proposals contained in a Master Plan, is generally the responsibility of the local Municipal Corporation, Municipal Board or Improvement Trust and Government and Semi-Government Organizations, who are expected to plan their future programmes of city expansion, housing, road construction, provision of civic services, educational, recreational, hospital facilities etc., in conformity with the Master Plan.

4. Relevant information about the staff posted in the Regulated Areas was not received from several prescribed Authorities of Regulated Areas. However, the Housing Department have sent to us a list of temporary posts in the Regulated areas along with their number, existing pay-scales, prescribed minimum qualifications and the method and sources of recruitment. No reply to the questionnaire issued by the Commission or any memorandum of demand has been received from the employees of the Regulated Areas. The prescribed Authorities or the Government also did not send any recommendations either.

5. Besides the post of Prescribed Authority, the other posts in the Regulated Areas are those of Assistant Engineer, Overseer, Surveyor-cum-Overseer, Stenotypist, Head Clerk, Senior Clerk, Junior Clerk and Peon. The posts of Prescribed Authority and Assistant Engineer are held by the State Civil Service Officers and Assistant Engineers of the Public Works Department respectively, and they will naturally carry their own scales of pay. We feel that the Overseers and Surveyor-cum-Overseers, who are presently in the scale of Rs.175-300 should get the same scales of pay as revised by us for the Overseer or Surveyor-cum-Overseer of the Public Works Department. The existing scales of pay of the remaining posts are also the same as those of the corresponding posts elsewhere under the Government. As all of these posts are of common categories, we have proposed revision of their existing pay scales, on the basis of their existing emoluments. The existing and the revised scales of pay of these posts, as proposed by us, will be found in Part II of our Report.

#### (c) Government Nazul

The work relating to Government Nazul land and buildings is dealt with in the local Self-Government Department at the Secretariat level. The work at the district level is controlled by the Collector of the district through a staff specifically provided for the purpose. The State Government had intimated to us that separate Government Nazul staff existed in nine districts of Uttar Pradesh.

2. No reply to the questionnaire issued by us, has been received from the employees of Nazul, nor has any memorandum of demand for revision of pay scales been received from them. We have, however, carefully examined the duties and responsibilities of the various posts as also the prescribed minimum qualifications and the sources and methods of recruitment, and find that there is no ground for up-grading the pay scale of any post beyond revision on the basis of existing scales and emoluments.

3. There are some posts in district Faizabad relating to Nazul at Gulab Bari, Faizabad, which carry fixed pays. It could not be ascertained if the incumbents of these posts were regular whole-time employees or they worked on part-time basis. The revised fixed pays proposed by us for these employees would thus be applicable only if the employees holding the posts concerned were regular whole-time employees, otherwise their cases do not lie within our purview.

4. The existing pay scales of the staff of Government Nazul in the districts as also those recommended by us, are shown in Part II of this Report.

## 29. INFORMATION DEPARTMENT

### **Information Directorate including District Level Staff and Hindi Samiti**

The Organization of the Information Department and its activities had undergone a change after independence of the country, when for field work, the Information Directorate was added to it in 1947, but the Information Department of the Secretariat and the Information Directorate continued to function as a combined unit. The Director of Information, also functions as Special, Joint or Deputy Secretary to Government in the Information Department at the Secretariat level. Some members of the staff who were in the Department prior to 1947, and were drawing pay in the Secretariat scales of pay, continued to function as such even after the Directorate was added to it, although the work of the Secretariat and the Directorate was done in separate Sections of the same combined office.

2. The Pay Rationalization Committee had examined the office structure of the combined office and recommended that the pay scale of the Directorate's staff should be reduced and brought at par with those of the employees of other Heads of Departments. Orders were issued by the Government accordingly with effect from April 1, 1965. This matter was also referred to the Anomaly Committee which suggested that the combined office of Information Department and the Directorate should, consequent upon introduction of new scales for the Directorate, be separated into two parts. We understand that the desired separation is still incomplete.

3. The Director is assisted by a Deputy Director and several Assistant Directors of Information. The main function of the Directorate is to maintain liaison between the Government and the people and to keep the public informed of the nation-building activities and the policies of Government, through various media of publicity and also to keep Government informed of public reactions to its policies. The main organs of the Directorate are Press Information Bureau, Publication Bureau, Community, Listening Scheme, Films and Photography, Exhibitions, Scrutiny Section, National Festivals and other Cultural Activities and Hindi Samiti.

(1) *Press Information Bureau*—The Bureau is under the charge of an Assistant Director, who is assisted by a News Editor, four News Officers and several Information Officers and Translators. The News Editors and Information Officers keep themselves in touch with the Secretariat Departments and Heads of Departments and collect material for dissemination to the general public.

(2) *Publicity Bureau*—The main function of this Bureau is to establish liaison between the public and the Government and to disseminate information through the medium of publicity literature.

(3) *Community Listening Scheme*—The scheme under which radio sets were originally installed at public places for community listening is under the charge of an Assistant Director of Information on the administrative side and a Radio Engineer on the technical side. The latter is assisted by two Additional Radio Engineers, two Assistant Radio Engineers and Technicians. He runs the Radio Workshop at the headquarters and Zonal Servicing Stations and Maintenance Centres in districts.

(4) *Films and Photography*—An Assistant Director is incharge of the work connected with films dealing with activities of the Government, documentary films, news reels and photography. The Assistant Director is assisted by a Films Officer and Officer-incharge, Films and Photography, besides a news-reel Cameraman and Photographers.

(5) *Exhibitions*—There are four Exhibition Units at the Headquarters of the Directorate—one large and the other three comparatively small, each under the charge of an Assistant Exhibition Officer. These Units are responsible for Publicity through the media of models and charts concerning developmental as well as welfare schemes and matters of national and State interest.

(6) *Scrutiny Section*—It is under the charge of an Assistant Director who, with the assistance of a Senior Journalist, Scrutinises (i) all newspapers and periodicals published in the State as also important ones of outside the State in

order to keep the Government informed of public opinion and public reaction to Government policies and actions, and (ii) books received under section 9 of the Press and Registration of Books Act, 1867.

(7) *National Festivals and Cultural Activities*—National festivals, cultural programmes etc. are organised every year.

(9) *Hindi Samiti*—The Samiti was set up in order to foster Hindi, the National Language of India, in its expansion.

(9) *District Field Publicity Units*—Till early 1957 there was a District Information Officer in each district for carrying on publicity of development schemes and programmes of the Government. The Government, however, decided in April, 1967 to abolish the posts of District Information Officers in the State, except in the three border districts of Uttar Kashi, Chamoli and Pithoragarh.

Class III employees of Information Directorate are of the following categories :

(i) Employees who have been selected or approved by the Public Service Commission and whose method of recruitment and qualifications are according to the rules of the Secretariat.

(ii) Employees who are not approved by the Public Service Commission and whose prescribed qualifications are now lower and similar to those prevalent in the offices of other Heads of Departments.

4. The question of absorption in the Secretariat, of the employees in category (i) above, is reported to be under consideration of the Secretariat Administration Department.

5. The following Service Associations and officers of the Information Directorate appeared before us to give evidence or present their case :

- (i) The Director of Information.
- (ii) Sochna Nideshalaya Patrakar Sangh.
- (iii) Prachar Adhikari (Prakashan).
- (iv) District Information Officers' Association.
- (v) Officer Incharge, Photography and Films, Information Directorate.
- (vi) Employees and officers working on various posts in Information Directorate and Information Centre, Hazratganj, Lucknow.
- (vii) U. P. Information Directorate (Headquarters) Ministerial Employees Association.

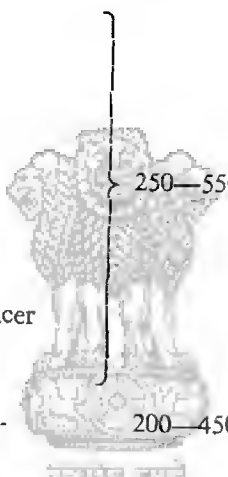
6. Besides, we have received several memoranda from officers and employees of the Information Directorate demanding revision of their pay scales. The summary of their demands is as under :

Serial no.	Name of post	Existing pay scale	Pay scale demanded
		Rs.	Rs.
1	Publicity Officer ..	250—550	The same scale of pay as may be approved for Information Officers.
2	District Information Officer ..	225—500	300—900
3	Different employees/officers working on different posts, including the employees working in Information Centre, Hazratganj.		
(i) <i>Technical Employees of Information Directorate—</i>			
	(a) Radio Engineer ..	300—900	1,300—1,600
	(b) Additional Radio Engineer ..	225—500	300—900
	(c) Assistant Radio Engineer ..	150—260	250—550

Serial no.	Name of the post	Existing pay scale	Pay scale demanded
		Rs.	Rs.
	(d) Technician (Technical Assistant)	80—140	160—320
	(e) Radio Inspector	100—180	150—260
	(f) Radio Mistry	80—140	100—180
	(g) Laboratory Attendant	55—75	100—180
	<i>(ii) Photo Film Section—</i>		
	(a) Films Officer	250—550	1,150—1,300
	(b) Officer Incharge, Photography and Films.	200—450	700—1,150
	(c) Newsreel Cameraman	200—450	590—800
	(d) Assistant Photographer (Equivalent to Photo Officer).	180—380	400—800
	(e) Assistant Cameraman	160—320	325—575
	(f) Photo Artist	120—220	325—575
	(g) Bromide Printer	120—220	325—575
	(h) Dark Room Assistant	80—140	200—320
	(i) Laboratory Assistant	80—140	200—320
	(j) Film Librarian	150—350	400—900
	(k) Film Store Keeper	100—180	250—550
	(l) Photographer	120—220	400—800
	(m) Laboratory Boy	55—75	85—110
	<i>(iii) Exhibition Section—</i>		
	(a) Publicity Officer (Exhibition Officer)	250—550	400—950
	(b) Assistant Exhibition Officer	160—280	350—575
	(c) Film Operator	80—140	200—350
	(d) Carpenter-cum-Painter	75—115	140—175
	(e) Exhibition Chaukidar	55—75	70—80
	<i>(iv) Technical Section—</i>		
	(a) Photo Slide Engineer	200—450	250—750
	(b) Technical Supervisor	150—260	200—425
	(c) Sound Mechanic	120—220	200—425
	(d) Cinema Operator	80—140	200—350
	(e) Technical Supervisor (Vehicles)	150—260	200—425
	(f) Drivers	75—115	110—139

7. We have considered the demands of the officers and employees of the Director of Information. While for most of the posts in the Information Directorate, we have revised their scales of pay on the basis of their existing scales and emoluments, we find that in respect of the following posts, the existing scales were rather low, considering the qualifications of incumbents and their

job requirements. We have, therefore, recommended higher scales of pay to them than what would have been admissible to them on the basis of their existing scale :

Serial no.	Designation of the posts	Existing pay scales	Pay scales revised by the commission
		Rs.	Rs.
1	District Information Officer	(i) 225—500 (ii) 250—750 (Selection Grade)	450—25—575—25—700—30—850 with 10 per cent of the posts in the selection grade of Rs. 500—25—650—30—800—50—1,000.
2	Information Officer	(i) 250—550  (ii) 250—750 (Selection Grade)	(i) 450—25—575—25—700—30—850.  (ii) 500—25—650—30—800—50—1,000.
3	News Editor		
4	News Officer		
5	Editor "Tripathga"		
6	Publicity Officer		250—550 450—25—575—25—700—30—850.
7	Officer-in-charge State Information Centre.		
8	State Annual Report Officer		
9	Films Officer		
10	Officer-in-charge Photography and Films.	200—450	400—15—475—20—575—25—750.

For those employees who were appointed before April 1, 1965, in the Secretariat scales of pay, and whose scales of pay had been reduced on the recommendations of the Pay Rationalisation Committee, we have recommended scales of pay which are different from those who were appointed after April 1, 1965 or would be appointed thereafter. The benefit of the higher scales proposed by us for this category of employees should be available only to such employees as had been appointed before April 1, 1965 and have opted for the pre-Pay Rationalization Committee scales.

8. The post of Public Relations Officer, Delhi, was created with effect from February 16, 1972. Since the qualifications for recruitment to this post have not yet been prescribed, we are not in a position to recommend a revised scale of pay and are leaving it to the Government to revise it. Similarly, the revision of the pay scales of the posts of Press Release Officer and Feature Writer, which were created in the scale of Rs.250—750 with effect from April 12, 1972 and July 11, 1972, respectively have not been proposed by us, as these posts were referred to us at a very late stage. The Government may themselves like to revise their scales on the basis of the scales proposed by us for similar posts. It is also assumed that Government had taken into account the existing price level at the time of fixing their pay scales.

9. Full details of our recommendations in this regard will be found in Part II of our Report.



### 30. AGRICULTURE DEPARTMENT

#### (a) Directorate of Agriculture

The Director of Agriculture is concerned with the agricultural development of the State, except (i) the development of horticulture in the hills and the fruit utilization programmes which are looked after by the Director of Fruit Utilization, and (ii) education in agricultural sciences and allied research programmes which are primarily under the charge of the Uttar Pradesh Institute of Agricultural Sciences, Kanpur.

2. The Director of Agriculture directs and administers the agricultural programmes at the State level. He is assisted at the headquarters by two Additional Directors, one of whom is exclusively incharge of the Soil Conservation Programme, eight Joint Directors dealing respectively, with seeds and farms agricultural supplies, agricultural engineering, multiple cropping intensive (package) programme, agricultural statistics, publicity and general administration and a number of Deputy Directors and other Officers.

3. The State has been divided into 11 Agricultural Regions, according to the Revenue Divisions, each under the charge of a Regional Deputy Director, who is responsible for all Agricultural Development Programmes, except Soil Conservation. For executing Soil Conservation Programmes, separate Regional and Sub-Regional Units have been established on the basis of the workload. At present there are 13 Regional and 114 Sub-Regional Soil Conservation Units in the State. At the district level there is District Agricultural Officer and depending upon the special (Soil Conservation, Plant Protection, etc.) schemes, that are under way in the district, there are officers incharge of the schemes concerned. The District Agriculture Officer is assisted by Additional District Agriculture Officers (Members of non-gazetted Subordinate Agricultural Service Group I) for special programmes of the department.

4. At the block level, there are several posts of Subordinate Agricultural Service (Group II and Group III), who are usually designated as Assistant Development Officers (Agriculture) and Supervisors. There are also, at the block level, Junior Plant Protection Assistant Plant Protection Supervisors and other A. D. Os. of different schemes which are in operation in different districts of the State. There are also a large number of seed stores, sales points, plant protection-units under the charge of a Group III officials in each block. These officials work under the administrative control of the Block Development Officer and the technical control of the District Agriculture Officer or Plant Protection Officer, as the case may be.

5. Besides these, there are a large number of other posts under the Director of Agriculture at different levels. These are concerned with accounts, information and publicity, agricultural engineering, recovery of agricultural dues and a number of other special schemes launched by the State Government, Government of India or the I. C. A. R.

Obviously, there has been considerable expansion of the Department over the years at all levels and in all branches, involving staff numbering over 42,200.

6. In the questionnaire issued by us we had sought the views of the Departments and service associations about the general principles of wage determination and their specific suggestion about the revision of pay scales of the employees in their Department. A gist of the important suggestions made by the Director of Agriculture and the various Service Associations of the Agriculture Department, as have a bearing on the question of their pay and allowances, is given below:

(a) *Director of Agriculture and the Uttar Pradesh Agriculture Service Association.*

(i) The scale of pay of the Director of Agriculture should be revised from the existing scale of Rs.1,800—2,000 to Rs.2,500—3,000.

(ii) The scales of pay of Class II posts of Uttar Pradesh Agriculture Service should be at par with those of the members of the P. C. S.

(iii) The scale of pay of the engineering staff in the Agriculture Department should be at par with the pay scales of equivalent posts in the P. W. D. and Irrigation Departments.

(iv) An integrated scale of pay of Rs.400—40—600—50—950—75—1,400 may be sanctioned for all Class I and Class II posts in the Agriculture Department.

(v) Until the establishment of an All India Agricultural Service, as recommended by the Administrative Reforms Commission and Nalagarh Committee, all the employees of the Department, may be allowed pay in the same scale which may be prescribed for identical posts by the Government of India.

(vi) The technical services should be kept at par with administrative services and, if possible, their pay scales should be fixed at a higher level.

The following scales of pay have been suggested for various posts in the Agriculture Department :

Serial no.	Designation of Service or post	Existing scale of pay	Proposed scale of pay
1	2	3	4
		Rs.	Rs.
1	Director of Agriculture ..	1,800—2,000	2,500—100—3,000
2	Additional Director ..	1,600—1,800	2,000—75—2,175—100—2,250.
3	Joint Director ..	750—1,400	1,300—75—1,600.
4	Deputy Director and other posts in U.P.A.S. Class I	600—50—1,250.	400—40—600—50—950—75—1,400.
5	District Agricultural Officers and other posts in U.P. A.S. Class II.	300—900	
6	Assistant Director of Agriculture.	300—900 plus special pay of Rs.50 p.m.	
7	U. P. Agriculture Service Integrated scale (Selection grade)	..	1,000—75—1,600.
8	Chief Accounts Officer ..	600—1,250	700—50—950—1,400.
9	Senior Audit Officer ..	600—1,250	
10	Controller of Finance ..	400—1,000	
11	Accounts Officer ..	250—750	400—40—800—50—1,200.
12	Accounts Officer ..	300—900	
13	Personal Assistant to Director of Agriculture.	400—25—550	500—40—700—50—1,000.
14	Administrative Officer ..	350—25—550	
15	Subordinate Agriculture Service Group I posts, Additional District Agriculture Officer and equivalent posts in the same scale of pay.	200—450	250—15—325—20—425—25—550

Serial no.	Designation of service or post	Existing scale of pay	Proposed Scale of pay
1	2	3	4
		Rs.	Rs.
16	Subordinate Agriculture Service Group II posts, Assistant Development Officers (Agriculture) Agriculture Inspectors and other allied posts in the same scale of pay.	160—280	250—15—325—20—425—25—550.
17	Vigyan Mandir Officer ..	225—500	
18	Assistant Vigyan Mandir Officer.	200—400	
19	Senior Mechanical Assistant	200—400	250—15—325—20—425—25—550.
20	Senior Overseers	200—400	
21	Foreman	200—400	
22	Field Investigator	225—500	
23	Foreman ..	225—500	
24	Artist, Junior Inspector Dairy Assistant	180—380	
25	Artist-cum-Photographer	180—380	
26	Subordinate Agriculture Service integrated scale Selection Grade.	180—380	450—25—650.
27	Overseers, Chargeman, Mechanical Assistant.	175—300	200—10—260—15—350.
28	Artist, Electrician Mechanical Assistant and Apiarist.	160—280	
29	Tractor Mechanics ..	150—260	
30	Subordinate Agriculture Service, Group III Assistant Agriculture Inspector, Electrician, Mechanical Inspector, Truck Mechanic, Draftsman and other allied posts in the same scale of pay.	120—220	150—8—190—10—250.
31	Plant Protection Supervisors and Assistant Soil Conservation Inspectors.	120—220	175—10—225—15—300.
32	Head Assistant ..	350—450	400—25—650.

Serial no.	Designation of service or post	Existing scale of pay	Proposed scale of pay
1	2	3	4
		Rs.	Rs.
33	Accounts Officer (N.G.) ..	200—450	} 250—25—450—30—600.
34	Accountant .. ..	200—400	
35	Head Clerk .. ..	160—320	225—10—360—20—500.
36	Assistant Accountant, Compiler, Computer, Stenographer	120—250	} 200—10—260—15—350.
	Head Clerk	150—260	
37	Senior Clerk .. ..	140—280	
38	Junior Clerk .. ..	120—220	150—8—190—10—250.
39	Stenographer .. ..	160—320	225—15—360—20—500.
40	Stenographer Selection Grade ..		400—25—650—30—800.
41	Cashier and Seed Store Clerk and allied scale.	100—180	150—8—190—10—250
42	Milk Recorder, Tracer and other equivalent posts	100—160	120—5—180.
43	Tractor operator, Truck Mechanic, Technician, Mechanical Driver, Motor Truck Driver, Diesel Driver, Compounder, Mechanical Supervisor, Tractor Driver, Driver, Tracer.	80—140	120—5—180.
44	Pickup Driver, Driver, Welder Amin, Assistant Instructor Demonstrator Fieldman, Fitter, Turner Compositor.	75—115	100—4—120—5—160.
45	Driver (selection Grade)	..	150—8—190—10—250.
46	Class IV employees Peons and other allied posts in the same scale of pay.	55—75	75—3—90—4—110—5—125
47	Carpenter-cum-blacksmith Mechanic-Mistry, Compost Mistry, Switch Board Attendant, Cotton and Oilseed Supervisor, Linoman-cum-Petrolman, Rat Control Operator, Laboratory Assistant, Blacksmith, Engine Driver, Mechanical Attendant, Carpenter, Head Chowdhary, Gas Mistry, Farm Mistry, Painter and Blacksmith, Supervisor, Tradle Mechineman.	65—90	75—3—90—4—110—5—125

Serial no.	Designation of service or post	Existing scale of pay	Proposed scale of pay
1	2	3	4
		Rs.	Rs.
48	Supervisor, Watch and Ward, Bundle Lifter, Railway Dafadar, Treasury Dafadar, Laboratory Assistant, Apiary Keeper, Daftari, Jamadar, operator, Lac Kamadar, Bee Organiser Binder, Mess jamadar, Tube-well operator, Kamdar Counter, Assistant Supervisor, Head Cleaner, Lac Demonstrator, Head Mali, Head Coolie, Artisan, Head Ploughman, Galley Proofman, Farm Mistry and other allied posts in the same scale of pay.	60—80	75—3—90—4—110—5—125
49	Dark Room Attendant ..	75—115	75—3—90—4—110—5—125.

It has also been recommended that for all the officers posted at the headquarters of the Director of Agriculture, a special pay ranging from Rs.50 to Rs.200 as is admissible to the Officers in the Secretariat, may be allowed.

(b) *Personal representation of the Director of Agriculture*

The Director of Agriculture has urged that having regard to the importance of Agriculture, the size of the department, budget provision, the pay scale of the post of Director of Agriculture may be kept at par with the pay scales of other major Heads of Departments e.g. Director of Education, Director of Medical and Health Services, Chief Engineer, Public Works Department and the Engineer-in-chief of the Irrigation Department.

(c) *Recommendations of the Director of Agriculture regarding upgrading of the pay scale of the Joint Directors of Agriculture*

The Director of Agriculture has proposed that the pay scale of Joint Directors of Agriculture should be kept at par with that of the Joint Director (Administration) and the Joint Director, Institute of Agricultural Sciences, Kanpur who are at present in the scale of Rs.1,300—1,600. The post of Joint Director (Administration), is held by an officer of the Provincial Civil Service (Executive Branch) in the special grade.

(d) *Memorandum on behalf of the Members of the Plant Protection Service*

It has been urged that as the staff of the plant protection services handles toxic chemicals, they are exposed to numerous health hazards. Constant association with the toxic chemicals can, it is urged, lead to various disorders and ailments. The members of the Association have, therefore, demanded that they should be re-designated as Plant Doctors and an additional remuneration of Rs.100 per month should be paid to them to cover the risk involved. They have also demanded suitable clothing allowance and compulsory medical check-up once in a quarter, at government expense.

(e) *Recommendations of the Director of Agriculture regarding revision of pay scales of Farm Managers, State Soil Conservation and Usar Reclamation Farms.*

The Director of Agriculture has reported that the functions and responsibilities of these Farm Managers are in no way lighter than those of the Farm Managers posted at Daurala, District Meerut, Gola, District Kheri and the District Agriculture Officers drawing pay in the scale of Rs.300—900. In the year 1965, facts about the pay grades etcetera of these Farm Managers, were not brought to the notice of the Pay Rationalization Committee, with the result that there has been no revision in their pay grade which continues to be Rs.250—850. It is stated that this matter had been brought to the notice of

the Government for revision of the grade to Rs.300-900, but the Government informed in G. O. No. 6654/XII-III-444/64, dated April 7, 1972 that unless these posts were brought into the cadre and the candidates are selected through the Public Service Commission, they would not be entitled for the grade of Rs.300-900. The Director of Agriculture has requested that the Commission may bring the pay scales of these posts at par with other officers working in the grade of Rs.300-900.

(f) *Memorandum of Subordinate Agriculture Service Association*

The main demands of the Association are as under :

(1) The injustice done to certain categories of Subordinate Agriculture Service, viz. Statistical personnel, Artists and Draftsman may be redressed. It is stated that the pay scale of these units which were at par with the members of the service on general side before 1965 were revised by the Pay Rationalization Committee, to their disadvantage, in the following manner :

Sub ordinate Agriculture Service	Pay scales before P.R.C.			
	General Agriculture	Agriculture Statistics	Agriculture Engineering	Artist
	Rs.	Rs.	Rs.	Rs.
Group I ..	200-350	200-350	200-350	200-350
Group II ..	120-250	120-250	120-250	120-250

Subordinate Agriculture Service	Pay scales as revised by the Pay Rationalization Committee			
	General Agriculture	Agriculture Statistics	Agriculture Engineering	Artist
	Rs.	Rs.	Rs.	Rs.
Group I.	200-450	200-400	200-350	180-380
Group II.	160-280	120-250	160-280	180-380

(2) A special allowance may be given to the members of the service if they hold higher qualifications than those prescribed for the posts held by them.

(3) The following pay scales have been demanded :

	Rs.
Subordinate Agriculture Service Group I	... 350-700
Subordinate Agriculture Service Group II	... 275-325
Subordinate Agriculture Service Group III	... 200-350

The pay scales should be revised after each decade.

(3) A medical allowance and a house rent allowance should be allowed to all government servants.

(g) *Recommendations of the Director of Agriculture regarding the pay scales for the post of Radio Specialist under Intensive Agriculture District Programme at Aligarh*

The Director of Agriculture has observed that the pay scale of Rs.200-450 for this post had not been revised by the Pay Rationalization Committee while the scale of pay for the Lecturers of the Institute of Agricultural Sciences, Kanpur had been revised from Rs.200-450 to Rs.250-550. He has suggested that the revised pay scale of this post should be kept at par with the pay scale which the Commission might recommend for the post of lecturers in the Institute of Agricultural Sciences, Kanpur, in view of post-graduate qualification having been prescribed for both the posts.

(h) *Memorandum of Technical Staff Association, Agriculture Department*

The members of this Association have requested that the Pay Rationalization Committee had disturbed the parity which existed earlier among their

pay scales. They have, therefore, requested that a common pay scale should again be prescribed for the posts where there was such a common pay scale before 1965. Their specific proposals are as under.

*Comparative statement of old pay scales and existing pay scales of Technical posts of Engineering Services of Agriculture Department, U. P. and other departments.*

Serial no.	Name of post	Pay scales recommended by Pay Committee 1947 or pre 1965 scale	Existing pay scales recommended by P.R.C. 1965	Proposed pay scales	Remarks
1	2	3	4	5	6
Agriculture Department					
		Rs.	Rs.		
1	Qualified Draftsman	120—250	160—280	}	Only one scale should be provided to all.
2	Overseer .. ..	120—250	175—300		
3	Mechanical Assistant ..	120—250	175—300		
*4	Senior Mechanical Assistant.	200—350	200—400		
*5	Mechanical Draftsman, Incharge Drawing Office.	200—350	180—380	Only one scale should be provided to all.	
6	Technical Assistant (Civil)	200—350	200—450		
*7	Artist .. ..	200—350	180—380		
8	Foreman (Mechanic) ..	200—350	225—500		
9	Research Assistant ..	200—350	225—500		
10	Senior Overseer ..	..	200—400		
11	Artist (Commercial) ..	200—350	200—450		

\*The Association stated further that the revision of pay scale of Serial numbers 4, 5, 7, by Pay Rationalization Committee 1965 is unjust and unfair. Uniformity in pay scales must be provided by present Pay Commission 1971-72, as was done by the previous Pay Committee, 1947.

न्यायमेव जयते

Serial no.	Name of pay	Pay scales recommended by Pay Committee 1947 or pre 1965	Existing pay scales recommended by P.R.C. 1965	Proposed pay scales	Remarks
1	2	3	4	5	6
Other Departments					
		Rs.	Rs.		
1	Head Draftsman (Town and village Planning Department) and Public Works Department.	150—250	180—380		
2	Computer (Civil Works) Irrigation Department.	120—300	180—380		

N. B.—According to the Association the revision of pay scales done by Pay Rationalization Committee 1965, was more profitable for Head Draftsman of Public Health Department and Town and Village Planning Department and Computer of Irrigation Department.

(i) *Memorandum on behalf of Assistant Soil Conservation Inspectors*

The Assistant Inspectors of the Soil Conservation Section have urged that :

- (1) Having regard to the arduous nature of their duties and technical qualifications their pay scale should be kept at par with the overseers drawing pay in the scale of Rs.175—300.

(2) A hardship allowance should be given to them for the hard conditions under which they have to work.

(j) *Memorandum on behalf of Photographer-cum-Artist*

It has been stated on behalf of the Photographer-cum-Artists of the Department that their pay scale of Rs.200—350 had been reduced by the Pay Rationalization Committee to Rs.180—380. They have demanded the following revised scales :

	Rs.
Assistant Photographer ... ..	325—575
Photographer ... ..	400—800

7. Speaking generally, the existing pay scales for various posts in the Agriculture Department are at par with the employees of similar categories in many other departments. For example, the existing scales of pay for the members of Subordinate Agriculture Service Groups III, II, I are the same as have been prescribed for comparable posts in the Cane and Co-operative Departments. However, the pay scales of the Director, Additional and Joint Directors have special features. The Director's pay scale (Rs.1,800—2,000) is lower than that of his counter-parts in the Medical, Education, Public Works or Irrigation Departments, equal to that of the Director of Animal Husbandry, and higher than some other Heads of Departments. Similarly, the Additional Director's pay scale (Rs.1,600—1,800), is lower than that of the Additional Heads of Department in the Medical, Public Works or Irrigation Departments, equal to that of the Additional Director of Education and of Animal Husbandry and higher than that of the Additional Registrar of Co-operative Societies. The Joint Director's pay scale (Rs.750—1,400) is equal to that of the Additional Registrar, Co-operative Societies. It is apparent that the pay scales of these officers have their basis in the fact that the levels of responsibility and importance attached with the functions of each department are not uniform. However, in formulating our views about the pay scales for the Agriculture Organization, we have taken note of the importance and increased responsibility that has, of late, devolved on those concerned with the execution of the agricultural development programmes.

8. We have taken a decision to generally determine the new pay scales on an uniform basis for the members of the existing State services carrying the existing pay scales of Rs.300—900. Among higher level posts, each case has to be considered on merits. A scale to scale revision for the post of Director of Agriculture would have been Rs.1,900—2,250, but having regard to the budget and size of the organization controlled by the Director, we feel that the post needs to be upgraded and allowed the pay scale of Rs.2,200—100—2,500. Similarly, for the post of the Joint Director of Agriculture instead of recommending a scale to scale revision in the scale of Rs.900—1,600, as recommended by us in respect of other posts whose present pay scale also is Rs.750—1,400, we have recommended the higher scale of Rs.1,150—1,700. Revision of scales of other gazetted posts in the Department viz., Additional Director and all Class I, Class II and Subordinate Gazetted posts has been proposed on the basis of existing scales and emoluments.

9. The existing method of recruitment/appointment to important departmental posts of the Agriculture Department as gathered from the material furnished before us, is as under :

Name of the post, service/Existing pay-scale	Number	Minimum qualification	Whether direct or by promotion	Mode of recruitment
1	2	3	4	5
1. Subordinate Agriculture Service Group III. (Rs.120—220)	8,994	Diploma in Agriculture or Intermediate with Agriculture.	100 per cent direct.	By the Director of Agriculture through a Departmental Selection Committee.



Name of the post, service/Existing pay-scale	Number	Minimum qualification	Whether direct or by pro- motion	Mode of recruit- ment
1	2	3	4	5
2. Subordinate Agri- culture Service, Group II. (Rs.160—280).	3,385	B.Sc. (Agri.) or Science or equivalent qualification in other branches.	75 per cent direct 25 per cent by pro- motion.	By selection, through the U. P. Public Service Commission.
3. Subordinate Agri- culture Service Group I. (Rs.200—450).	1,385	As above	50 per cent direct and 50 per cent by promo- tion.	As above.
4. U. P. Agriculture Service Junior scale. (Rs.300—900).	400	As above	As above	Prior to the year 1964 the appoint- ment was made through the Pub- lic Service Com- mission by selec- tion only. After the year 1964 the recruitment is made through the combined competitive exa- mination held for State Services.
5. U. P. Agriculture Service, Senior scale (Class I). (Rs.600—1,250).	73	As above	100 per cent by promo- tion.	In consultation with the Public Service Commission, by Selection.
6. Joint Director . . (Rs.750—1,400).	5	As above	As above	} By Government.
7. Additional Director. (Rs.1,600—1,800).	2	As above	As above	
8. Director . . . (Rs.1,800—2,000).	1	As above	As above	

It has been urged before us that the promotional opportunities open to members of the Subordinate Agriculture Service are inadequate. A reservation of 60 per cent of posts in Subordinate Agriculture Service Group II has specifically been demanded for members of Subordinate Agriculture Service Group III.

The question has been carefully considered by us in its various aspects. The basic educational qualification laid down for recruitment to posts in Subordinate Agriculture Service Group III is only a Diploma in Agriculture or the Intermediate Examination with Agriculture while the requirement for

posts in Subordinate Agriculture Service Group II is B. Sc. (Agriculture). The rules and orders on the subject provide for a reservation of 25 per cent of posts in Subordinate Agriculture Service Group II in favour of the members of the Subordinate Agriculture Service Group III and that, in our opinion, should be considered to be quite adequate. Under the existing provisions, a reservation of 50 per cent each in the posts in Subordinate Agriculture Service Group I for members of the Subordinate Agriculture Service, Group II, and in those of the U. P. Agriculture Service (Junior Scale) for members of the Subordinate Agriculture Service Group I, already exists and that, in our view, does not warrant any augmentation. We note that the posts in the senior scale of the U. P. Agriculture Service and even those higher up, are filled in exclusively by promotion and the members of the Subordinate Agriculture Service have a fair opening to rise up to the highest rank in the Department. The avenues of promotion open to them also compare quite favourably with the chances of promotion available to their counter-parts in other departments and we feel that the members of the Subordinate Services in Agriculture Department should legitimately have no grouse in the matter.

The number of posts in the Department to which officers in the scales of pay of Rs.600–1,250 or Rs.750–1,400 can be promoted, is eight. Although the number of the higher posts cannot be said to be on the lower side, the Government may feel free to examine whether some more posts of the relevant categories need to be added to the cadre so as to provide still better chances of promotion to the officers.

10. The details of our recommendations in respect of various services of this Department will be found in Part II of this Report.

#### (b) Institute of Agriculture Sciences, Kanpur

The U. P. Institute of Agricultural Sciences was set up on April 1, 1969 by upgrading the Government Agricultural College, Kanpur. This institute is primarily concerned with imparting higher education in different branches of the Agricultural Sciences and conducting researches, both fundamental and applied that have a bearing on Agricultural Development. It also undertakes extension of agricultural knowledge and techniques to the rural areas, particularly in the Kanpur region. The Sugar-cane Research Station, Shahjahanpur, the Horticulture Research Station, Saharanpur, and the few Regional Research Stations which were previously under the Directorate of Agriculture are now under the control of this Institute. The Institute has also established a number of research units in different districts of the State.

The strength of the staff of different categories under the Institute is indicated below :

Director	...	...	...	...	1
Joint Director	...	...	...	...	1
Professor and Head of the Department	...	...	...	...	10
Director, Sugar-cane and Paddy Botanist	...	...	...	...	2
Officers of U. P. Agriculture Service Class I	...	...	...	...	91
Officers of U. P. Agriculture Service Class II	...	...	...	...	236
Subordinate Agriculture Service Group I	...	...	...	...	402
Subordinate Agriculture Service Group II	...	...	...	...	196

The Director of the Institute is a Head of the Department.

2. In reply to the questionnaire issued by us the Director, U. P. Institute of Agricultural Sciences, Kanpur, made the following suggestions and recommendations :

(a) The employees of the U. P. Agricultural Sciences Institute, Kanpur should in conformity with the principle of 'equal pay for equal work' be given the same pay scale as may be admissible to the employees of the Universities in the country, the minimum wage should be determined on

the basis of the principle accepted by the 15th Indian Labour Conference and the existing number of pay scales should be reduced to the barest minimum.

The following scales of pay were suggested by the Director for the staff under him :

Serial number	Name of the post			Existing Pay scale	Proposed Pay scale
				Rs.	Rs.
1. Director	..	..	..	1,800—2,000	2,000—2,600
2. Joint Director	..	..	..	1,300—1,600	1,600—1,800
3. Registrar	..	..	..	600—1,250	700—1,250
4. Financial Controller	..	..	..	300—900	400—1,000
5. Heads of Divisions-cum-Professor	..	..	..	1,000—1,500	1,100—1,600 Out of these 4 posts of Senior Professors should be sanctioned in the scale of Rs. 1,600—1,800.
6. Associate Professors or Class I Officers	..	..	..	600—1,250	700—1,250
7. Assistant Professor or Class II Officers	..	..	..	300—900	400—1,000
8. Senior Lecturer	..	..	..	250—550	300—600
9. Junior Lecturer and Research Assistant	..	..	..	200—450	250—550
10. Statistical Assistant	..	..	..	200—400	250—550
11. Field Assistant	..	..	..	120—220	160—280
12. Laboratory Assistant	..	..	..	65—90 and 55—75	120—220
13. Laboratory Attendant and Class IV employees	..	..	..	55—75	75—100
14. Artists	..	..	..	180—380 200—450	200—450
15. Chief Cerealst	..	..	..	600—1,250	750—1,400
16. Chief Paddy Specialist, Faizabad	..	..	..	750—1,400	750—1,400
17. Chief Horticulturist, Basti	..	..	..	600—1,250	750—1,400
18. Director, Horticultural Research Institute, Saharanpur	..	..	..	600—1,250	750—1,400
19. Director, Sugar-cane Research Station, Shahjahanpur	..	..	..	750—1,450	1,000—1,500

(b) A selection grade should be provided to avoid stagnation at the maximum of the pay scales. Avenues of promotion should be widened for Classes III and IV employees. Officers of the Institute should be paid special allowances ranging from Rs.50 to Rs.200 per month, as is being allowed to the Deputy Secretaries, Joint Secretaries etc., in the Secretariat.

3. In a memorandum submitted to the Commission, the Teachers Association of the U. P. Institute of Agricultural Sciences, Kanpur, placed the following demands :

The junior teachers who teach B. Sc. (Agriculture) classes, besides conducting research, are allowed a meagre pay scale of Rs.200-450, as against the teachers of Government Intermediate Colleges and Degree Colleges drawing pay in the higher scales of Rs.250-550 and Rs.300-600 respectively. They should, therefore, be allowed the scale of Rs.300-700. Also, the lecturers and instructors in the existing scales of Rs.250-550 should be given the scale of Rs.400-950. The Association has further demanded an integrated pay scale of Rs.400-1,250 for Lecturers, Assistant Professors and Associate Professors.

4. In the course of his evidence before us, Dr. D. P. Singh Director of the Institute of Agricultural Sciences stated that some avenues of promotion should be provided for every employee and the pay scales should be so devised as to avoid stagnation at the maximum. He stated that in foreign countries scientists continued to get increments till they retired. He suggested that if the nature and quantum of work are similar and the minimum qualifications are identical, there should be no disparity between two sets of employees on account of their postings in different establishments. He wanted that the pay scales of the teaching staff of this Institute should be kept at par with the University teachers, and that pay scales of all research workers should be kept at par with the pay scales of the Agricultural University, Pantnagar. He stated that all the lecturers in the Institute of Agricultural Sciences, Kanpur, are first class post-graduates and the minimum qualifications of an Associate Professor was Ph. D. He suggested that their pay scales should be kept higher to retain them in their positions.

5. In a separate memorandum submitted directly by Dr. A. S. Srivastava, Professor and Head of the Division of Entomology, it was stated that, formerly he held the post of 'Entomologist to the Government U. P.', and in that capacity he did a lot of work for eradicating insects, pests, and rodents and nematoids, which cause damage to crops. He claimed that he was principally responsible for planning, conducting and supervising the research as well as the operational investigation on these problems. Referring to his brilliant academic record, his published works, and what he felt to be his internationally recognized position as an entomologist, he has demanded the scale of Rs.1,600-2,000 for the post of Entomologist to Government, U. P.

Dr. A. S. Srivastava referred in the course of his oral evidence before us to his research achievements and submitting a list of his research papers as well as other publications, described the pay scales of the Entomologists of the various institutions of the country to claim that they were higher than that allowed to him.

Since Dr. A. S. Srivastava had approached us in his personal capacity, the comments of the Government were invited in regard to the points raised by him. In reply it has been stated by the Deputy Secretary to Government of the Agriculture Department that Dr. Srivastava who holds the substantive post of Entomologist to Government in the scale of Rs.600-1,250, is officiating as Head of the Division of Entomology in the scale of Rs.1,000-1,500 admissible to all Heads of Divisions in the Institute. It was suggested by the Government that the revision of all posts falling in one scale may be considered and that revision of the pay scale of any particular post of that scale separately would not be justified. It was further stated that the present scales of pay have been approved on the basis of job requirements and the posts having similar level of responsibilities and jobs have been placed in one scale of pay.

Having considered the matter we are of the view that there is hardly any justification for revising the pay scale for the post of the Head of the Division of Entomology on an upgraded basis.

6. After taking into account, the replies to the questionnaire furnished by the Director and the demands of the Service Associations and individuals, we have recommended revised pay scales for the employees of the U. P. Institute of Agricultural Sciences, Kanpur, in Part II of our Report. The scales proposed by us are on the general pattern of pay scales devised by us for government employees and we do not think that any departure from general pattern is called for.

#### (c) Directorate of Fruit Utilization

A separate Directorate of Fruit Utilization was set up in this State in 1953, with the object of stepping up horticultural production in the hill districts of the then Kumaon Division, and linking up horticultural research and development with the industrial utilisation of horticultural produce i.e. its processing and preservation, so as to ensure an economic return to growers and promotion of subsidiary food industries. The work of fruit preservation and canning which was till then being carried out under the Directorate of Industries, Kanpur at its Fruit Preservation Factory, Daliganj, and through Mobile Tuitional Classes Teams, was also transferred to the new Directorate which functioned under the administrative control of the Industries Department of the State Government. Its control was, however, transferred to the Agriculture Department in 1964. The Directorate has a Fruit Research Station at Chaubatia. At Lucknow, there is a Fruit Preservation and Canning Institute which runs Post-Graduate and short term courses in fruit preservation and canning. Recently, the Director has also been entrusted with the responsibility of horticultural development in the plains under the co-ordinating control of the Director of Agriculture.

2. The Director of Fruit Utilization is assisted by two Deputy Directors, one Extension Service Officer, one Plant Protection Officer, one Extension Officer Training, four specialists and one Accounts Officer. For horticultural development in hill districts, government orchards and nurseries have been set up under the immediate control of the officers incharge. At the district level, there are District Horticulture Officers in Almora, Naini Tal, Garhwal, Tehri-Garhwal, Pithoragarh, Uttarkashi and Chamoli. Besides there are Superintendents of Government Gardens at Chaubatia and Doonagiri. Also Senior Horticulture Inspectors, Horticulture Inspectors, Assistant Development Inspectors, Horticulture Supervisors and Malis are posted in different Tahsils and blocks. The total strength of the staff of different categories in the Department is as follows :

	Technical	Non-technical	Clerical	Field staff
1. Class I ..	13	1	..	..
2. Class II ..	39	..	..	..
3. Class III Subordinate Gazetted ..	1	..	..	..
4. Class III ..	290	..	173	202
5. Class IV ..	..	..	..	1,511
Total ..	343	1	173	1,713
GRAND TOTAL ..	2,230.			

3. The various Service Associations under the Director of Fruit Utilization have placed the following demands regarding their pay scales before us :

#### (i) Officers of the Fruit Utilization Directorate posted at Lucknow :

The officers have pleaded that though the activities of the Department have expanded and the schemes implemented by them are yielding results, the lot of the employees, particularly officers ; has not improved. There is stagnation, and great dis-satisfaction prevails among the senior officers whose qualifications and experience are far superior to the

employees of similar category drawing higher salaries under the Government of India and in the public and private sectors. They have complained that their applications for outside jobs are detained in the public interest but they are at the same time not allowed higher scales of pay by the State Government.

It has been stated that the students passing out from the Institute of Fruit Preservation and Canning situated at Lucknow are drawing attractive salaries under the Government of India and the private and public sector undertakings. This Association has demanded the following pay scales for the various posts in the Fruit Preservation and Canning Institute at Lucknow.

Name of the post	Existing scale	Proposed scale
	Rs.	Rs.
1. Food Technologist	600—1,250	1,100—1,600
2. Physiologist		750—1,400
3. Biochemist		750—1,400
4. Chief Instructor	300—900	400—1,250
5. Chief Chemist	300—900	400—1,250
6. Microbiologist	300—900	400—1,250
7. Physiologist-cum-Biochemist	250—600	400—1,000
<b>Extension Wing—</b>		
1. Deputy Director, Extension	600—1,250	750—1,400
2. Fruit Industries Development Officer	300—900	400—1,250
3. Extension Service Officer	300—900	400—1,250

(ii) Association of Extension Wing of Fruit Preservation and Canning Institute, Lucknow.

(iii) Employees of Government Community Canning Centre, Ranikhet.

The following demands have been put forward by these employees :

Name of the post	Scale of Pay demanded
	Rs.
Incharge Community Canning Centre, Subordinate Agriculture Service Group I	350—650
Assistant Incharge, Community Canning Centre, S.A.S. Group II	200—450
Junior Instructors, Supervisors and Technical Assistants in S.A.S. Group III	175—300
Electrical and Mechanical Assistant	200—450

(iv) Ministerial staff of the Government Fruit Preservation and Canning Institute, Lucknow.

It was stated on behalf of the employees that they are part of the headquarters staff of the Directorate of Fruit Utilization and though the pay scales of the members of Subordinate Agriculture Service (Group I and II) attached with the Camp Office at Lucknow are the same as are admissible to the members of the respective groups under the Director of Agriculture, they are allowed lower scales as compared to the ministerial staff working in the Directorate of Agriculture. They have requested that their pay scales may be brought at par with the headquarters staff under the Directorate of Agriculture and the Directorate of Medical and Health Services.

(v) *Ministerial Staff of the office of the Director, Fruit Utilization Ranikhet, district Almora*—It has been pointed out by these employees that though the Director of Fruit Utilization was declared a Head of the Department in 1963, the scales of pay of the ministerial staff continue to remain the same as before. They have pleaded that they should be allowed the same pay scales which might be prescribed by the Commission for the employees under the Director of Agriculture and other offices of the Heads of Departments.

The Director of Fruit Utilization in his endorsement no. 12085, dated February 5, 1972, has pointed out some apparent anomalies in the pay scales of some of the employees under him and sought their removal. According to him the scales of pay of certain posts under the Director of Fruit Utilization are lower than those allowed to the Subordinate Agriculture Service (Group III) in the Agriculture Department although, the qualifications prescribed for appointment to such posts are the same as the members of Subordinate Agriculture Service (Group III). The total number of such posts is stated to be five in the scale of Rs.100–160 and 61 in the scale of Rs.100–180. It has been suggested that the pay scale of all these posts should have been Rs.120–220 which is admissible to the members of Subordinate Agriculture Service Group III. Similar anomalies have been pointed out in respect of the posts of Accountant/Assistant Accountants, Inspector of Accounts, Stenographers, Office Superintendent, Artists, Garden and Nursery Officers, Statistical Assistants, Assistant Chemist, Instructors/Lady Instructors.

It has been suggested that while the pay scale of the Director of Fruit Utilization should be the same as may be prescribed for equivalent posts of the Heads of Departments, namely the Director, Animal Husbandry, the Director, Harijan and Samaj Kalyan Vibhag, Director, Panchayat Raj, etc. the pay scales of other posts mentioned above may be the same as may be prescribed for equivalent posts in the office of the other Heads of Departments.

(vi) *Personal representation of the Director of Fruit Utilization*—In a note submitted separately to the Commission giving details of the budget provision and the staff position, it has been pointed out that the scales of pay of the Director of Horticulture in the States of Himanchal Pradesh and Mysore are higher than the pay scales of Director, Fruit Utilization in this State. With the added work of horticulture development in the plains the Director will, it is claimed, have greater responsibilities. In his view, the duties and responsibilities attached to the Director of Fruit Utilization are much heavier than those of some other heads of departments e.g. the Director of Tourism and Director of Fisheries but his scale is lower. He has proposed that having regard to the responsibilities, the budget provision and the importance of horticulture in the development of the State, it is essential to raise the status of the post of the Director of Fruit Utilization.

4. In his reply to the questionnaire issued by us, the Director Fruit Utilization stated that the pay scales and other allowances of the employees under the State Government should be at par with the employees of comparable categories under the Central Government. He suggested that the time span of pay scales should be 10 years. It was further stated that the pay scales of the employees working at his headquarters and his camp office and those in the offices of other heads of Departments should be the same as for the ministerial employees in the Secretariat. The mode of recruitment of the ministerial staff under the heads of departments should be the same as for the Secretariat employees. He proposed the following scales of pay for various posts in the Directorate of Fruit Utilization :

Class of posts			Pay Scale
			Rs.
Director	...	...	2,000–2,200
Class I, Accounts Service	...	...	600–1,250
Class II	...	...	400–1,200
Subordinate Gazetted	...	...	350–900

<i>Class of posts</i>	<i>Pay Scale</i>
	<i>Rs.</i>
Office Superintendent, Stenographer, Assistant Superintendent Head Clerk, Auditor, Accountant, Assistant Accountant, Noter and Drafter, Inspector of Accounts ...	350-650
Senior Clerk, Cashier .. .. .	200-450
Other Clerks ... .. .	150-350
Subordinate Agriculture Service, Group I ... .. .	350-650
Subordinate Agriculture Service Group II .. .. .	200-450
Subordinate Agriculture Service, Group III ... .. .	150-350
Class IV posts ... .. .	<div style="display: inline-block; vertical-align: middle;"> <div style="display: inline-block; vertical-align: middle;">{</div> <div style="display: inline-block; vertical-align: middle;"> 100-180 80-140 75-115 </div> </div>

5. In the course of his evidence before us, Dr. Shivaraj Singh Teotia, Director of Fruit Utilization stated that he is incharge of Fruit Development work in seven hill districts. There are Government gardens in about 10,000 acres employing about 2,500 persons. He stated that the department supplies fruits and develops new varieties. He complained that due to his lower scale of pay he was unable to undertake air journeys and despite the heavy cost of living at Ranikhet, no compensatory allowance was being paid to him. He stated that his pay scale was not at par with his counter-parts in other States and, therefore, demanded a higher scale of pay and hill compensatory allowance.

6. We have considered the replies to the questionnaire furnished by the Director of Fruit Utilization and the demands of the various Service Associations. After taking these into account, we have proposed suitable pay scales for the various posts under the Directorate of Fruit Utilization. Our proposals are based on the general pattern of pay revision determined by us except in the case of Office Superintendent, Field Man, Laboratory Assistant and Instructors. A higher pay scale for these posts has been recommended by us with the object of removing some inherent anomalies. We also recommend a higher scale of Rs. 300-500 for the Stenographer to the Director of Fruit Utilization. As regards the demand for higher scale of pay for the Director, Fruit Utilization, we have recommended for him the same revised scale of pay as we have allowed to the other heads of departments of equivalent status and responsibilities.

---



## 31. ANIMAL HUSBANDRY DEPARTMENT

### (a) Directorate of Animal Husbandry

The Department of Animal Husbandry came into existence on April 1, 1944, with the Director of Animal Husbandry as its Head. Prior to its creation, its present functions were performed partly by the Agriculture Department and partly by the then Civil Veterinary Department, the former looking after mainly the breeding of cattle and the latter, looking similarly after the breeding of horses, sheep, goat and poultry, and the provision of veterinary services through veterinary dispensaries in the State. With the creation of the new department the work of Animal Husbandry was divided into various sectors and new units were set up which included the Fisheries Department created almost simultaneously with the Animal Husbandry Department and the U. P. College of Veterinary Sciences and Animal Husbandry established at Mathura in 1947. Both of them subsequently separated from the parent Department and are now functioning independently.

2. For purposes of administration, the State is divided into nine Circles of Agra, Allahabad, Bareilly, Faizabad, Gorakhpur, Jhansi, Lucknow, Meerut and Varanasi, each of which is under the charge of a Deputy Director. There are also functional Deputy Directors and other Class I and Class II officers for specific jobs.

The basic workers of the Department are Veterinary Assistant Surgeons, Artificial Insemination Officers, Poultry Inspectors and Stockmen. A Stockman is usually the complement of a Veterinary Surgeon, though at places he is incharge of dispensaries in rural areas which are also known as Stockman Centres.

A Veterinary Assistant Surgeon is usually incharge of a veterinary hospital or dispensary and also looks after the measures for prevention of cattle diseases, castration and other cattle development work. The Poultry Inspectors, also veterinarians, look after the work of development of poultry in their sectors. A Veterinary Officer just above the Veterinary Assistant Surgeon, is generally incharge of an Artificial Insemination Centre and is assisted in his work by Stockmen or Livestock Supervisors. The Livestock Supervisors form an exclusive category of officials who are specially trained to take up the work of Veterinary Assistant Surgeon in rural areas and are normally posted in development Blocks. They are working as Assistant Development Officers, Managers of Gosadans, Milk Recorders and Poultry Supervisors, etc.

3. At district level, there are 54 District Livestock Officers, three Sterility Officers, three Officers connected with sheep and wool development, six Livestock Development Officers, Seven Factory Development Officers, 32 Artificial Insemination Officers, 26 Officers connected with semen collection work, and a number of Inspectors and some other officials to look after the work relating to poultry development. There are 172 Veterinary Officers, 180 Assistant Veterinary Surgeons, 15 Sheep Supervisors, 99 Poultry Inspectors/Poultry Supervisors at Tahsil or Block levels. There are 3,102 Stockmen and 100 A.D.Os. (Animal Husbandry) spread over in different villages in the State. In addition to the above posts, there are many posts of officers and subordinate staff in different pay scales under special schemes at the Central Dairy Farm, Aligarh. The Cattle Breeding—dum—Production Centre, Bakshi-Ka-Talab, numerous Training Centres, and the Special Schemes running under the Indo-German Project at Almora. At the regional level, there are 16 Deputy Directors, Project Officers (Sheep Development), and Poultry Development Officer and eight Regions Incharge, Poultry Farms. At the apex is the Director, who is assisted by one Additional Director, seven Specialists and five other officers at the

headquarters. The total number of posts of different categories in the Department are as below :

Class of posts		Technical	Non-Technical	Clerical
I	.. ..	32	2	..
II	.. ..	112	1	..
Subordinate Gazetted posts		104	2	1
III	.. ..	7,705	33	905
IV	.. ..	..	4,231	1
Total ..		7,953	4,269	907
GRAND TOTAL ..		13,129.		

4. The Head of Department and the various departmental Service Associations have made the following suggestions in reply to the detailed questionnaire issued by us :

(1) *U. P. Veterinary Association*—The total membership of this Association is reported to be 1,036. This Association is affiliated with the Indian Veterinary Association and the U. P. Federation of Technical and Scientific Services. The main suggestions and demands made by this Association are as follows :

(a) In principle, the pay scales of the State Employees should be comparable with the pay scales allowed to the employees under Government undertakings.

(b) The disparity ratio between minimum and maximum pay should not be more than 1 to 15.

(c) Additional emoluments may be allowed for higher qualifications to the holders of scientific and technical posts. The practice of payment of non-practising allowance to Medical Officers and Veterinary Doctors should be continued. There should be parity in the pay scales of technical and non-technical services.

(d) In a separate memorandum the Association has demanded the following pay scales for members of the Association :

Junior Scale : Rs.550—1,100 with selection grade of Rs.550—1,250 to provide for Assistant Veterinary Surgeons, Veterinary Officers, Farm Managers, etc.

Senior Scale : Rs.600—1,200 with a selection grade of Rs.600—1,800 for District Livestock Officer, Assistant Director, General Manager, Central Dairy Farm, etc.

Super-time scale : Rs.1,800—2,500 for Additional Director.

Special Scale : Rs.2,500—3,000 For Director, Animal Husbandry.

The main grievance of Veterinarians is that they have not been allowed parity with medical doctors in the employment of U. P. Government. It has been stated that all Veterinary Assistant Surgeons are recruited through the Public Service Commission and their basic academic qualifications, mode of selection to Veterinary College and the courses of study are equivalent to those of the medical doctors. It has been stated that there is parity in the scale of Veterinary Doctors and Medical Doctors in the States of Assam, Orissa, Haryana,

Jammu and Kashmir, Punjab, Madhya Pradesh and Bihar. The scale of pay of Veterinary Assistant Surgeons in several States of the Indian Union is reported to be higher than that allowed so far in Uttar Pradesh. The demand of the U. P. Veterinary Service Association for allowing them parity with the M.B.B.S. Doctors in the matter of pay was also supported by Sarvashri B. Lal, M.L.A., Banshidhar M.L.A. and Khedan Prasad, a journalist of Ballia who had submitted separate memorandum to the Chairman in this connection.

(2) *U. P. Assistant Development Officers (Animal Husbandry) Service Association, Naini Tal*—This Association has stated in reply to the questionnaire issued by us that the Assistant Development Officers have to acquire a diploma in Animal Husbandry, besides the academic qualification of High School. These Officers, it is asserted, perform all the duties normally entrusted to a Veterinary Assistant Surgeon excepting post-mortem examination of cattle. It has also been urged by this Association that there are no avenues of promotion for them. The existing scale of pay of the A. D. Os. is Rs.160–280 which is less than the scale of Rs.175–300 admissible to the Assistant Development Officers (Minor Irrigation). The Association has requested that having regard to the above disparity and the arduous nature of duties and responsibilities of the post, they may be allowed a revised pay scale of Rs.300–900 and may be allowed dearness allowance at the rates admissible to the employees of the Central Government. The Association has also requested for a grant of house rent allowance equivalent to 20 per cent of pay and urged that in view of their posting in rural areas, the entire expenditure on education of their children should be borne by the Government.

(3) *U. P. Stockmen Association*—This Association has represented that the duties of Stockmen are much more arduous than those of the Village Level Workers with whom they have been equated in the matter of pay scales. It has been stated that they have to handle animals and they always stand the risk of being wounded and hurt by them. It was stated that there are no avenues of promotion for them. The area of coverage by the Stockmen is reported to be larger than that of Village Level Workers but while the latter have an opportunity to be promoted to the post of Assistant Development Officers, the Stockmen have none.

It has been stated that if their existing scale of Rs.120–220 is compared with the scale of pay of Stockmen or other equivalent posts in other States, it would be noticed that the scales in this State are almost the lowest. The scales in other states are stated to be as below :

				Rs.
1. Assam	..	..	..	150–300
2. Bengal	..	..	..	230–425
3. Himanchal Pradesh	..	..	..	160–425
4. Haryana and Punjab	..	..	..	140–300
5. Mysore	..	..	..	200–450
6. Nagaland	..	..	..	165–330

The Association has demanded a scale of Rs.230–425 and a selection grade of Rs.350–500. The other demands of the Association are that they should be allowed dearness allowance at the Central Government rates, a fixed travelling allowance of Rs.50 per month, porter allowance of Rs.60 per month, compensatory allowance at Rs.25 per month and house rent allowance at the rate of 15 per cent of the pay. The Association has also demanded that a Hill Compensatory Allowance at the rate of 33½ per cent of the pay may be paid to such Stockmen as are posted in hill districts.

(4) *Technical Assistants-cum-Machine Operators of Model Training-cum-Production Centre Bakshi-Ka-Talab, Lucknow*—A memorandum on behalf of certain employees of the above training-cum-production centre was furnished to us. The comments of the Director of Animal Husbandry on these demand asked for by us in March, 1972 were not received. The main grievance of these employees is that their pre-Pay Rationalization Committee pay scale of Rs.120–300 was at par with the same category of employees at Government Training

Centre, Fatehpur and Government Leather Institute, Kanpur but while the Pay Rationalization Committee recommended a higher scale of pay of Rs.160-320 and Rs.180-380 for employees of the above institutions, a lower scale of Rs.150-260 was recommended for them. It has been urged on behalf of the Association that their scale of pay may again be brought at par with the employees in the abovementioned institution at Fatehpur and Kanpur.

(5) *Veterinary Compounders Association*—It has been stated on behalf of this Association that the total number of Veterinary Compounders is 1,020. The main demand of this Association is that the pay scale of Veterinary Compounders was at par with the Human Pharmacists prior to the adoption of recommendations of Pay Rationalization Committee by the Government. It has been stated that prior to April 1, 1965 the pay scale of the human Pharmacist and Veterinary Compounders was Rs.75-120 but while the Pay Rationalization Committee recommended a higher scale of Rs.120-220 for the Human Pharmacist, a lower scale of Rs.100-180 was recommended for Veterinary Compounders. It has also been pointed out that though their basic qualification is the same as that of Stockmen, their pay scale is lower than that of Stockmen. The Association has demanded that the disparity between the scales of pay of Veterinary Compounders and Human Pharmacists may be removed and a selection grade equivalent to 25 per cent of posts of the Compounders may be created in lieu of lack of promotion opportunities for the members of this service.

(6) *Ministerial Service Association, Animal Husbandry Department*—The demands of this Association are the same as those of the U. P. Federation of Ministerial Service Association dealt with separately.

5. In reply to the questionnaire issued by us, the Director, Animal Husbandry Department, made the following suggestions and recommendations:

(1) The disparity ratio between the minimum and the maximum emoluments should not be more than 1:15. The maximum pay for the Heads of the Departments should not be more than Rs.3,000 per month.

(2) The existing number of scales of pay should be reduced to the barest minimum.

(3) The time span of various scales of pay should not normally be longer than 15 years.

(4) A Selection Grade should be provided in all services to avoid stagnation of Government servants at the maximum of their pay scales.

(5) The practice of grant of special pays should be abolished as it leads to discrimination.

(6) The practice of grant of non-practising allowance should be continued.

(7) The Director proposed the following scales of pay for officers and staff of the Department:

	Rs.
1. Director	2,500-3,000
2. Additional Director	1,800-2,250
3. Senior Scale for U. P. Veterinary Service	1,600-1,800
4. Junior scale in the U. P. Veterinary Service	550-1,350
5. Senior Statistical Officer	600-1,800
6. Junior Statistical Officer	550-1,350
7. Assistant Statistician	415-915

			Rs.
8.	Statistical Assistant	...	275—625
9.	Personal Assistant	...	550—1,150
10.	Head Assistant and Head Clerk	...	415—765
11.	Upper Division Clerk	...	275—625
12.	Lower Division Clerk	...	225—470

6. In the course of his evidence before us, Sri G. S. Lal, Director, Animal Husbandry, stated that his main difficulty was that the pay scale of the Veterinary Assistant Surgeons was Rs.225—500 against the scale of Rs.300—900 allowed to the Medical Doctors. He stated that the qualification, mode of selection and duties and responsibilities of the Veterinary Surgeons were comparable with those of M. B. B. S. Doctors. He stated that in addition to the treatment of animals, Veterinary Surgeons had also to attend to inoculation and artificial insemination work. He complained that there were no opportunities of promotion to Veterinary Assistant Surgeons and suggested that the scales meant for different veterinary personnel should be merged and a non-practising allowance should also be allowed to them. He further said that a hill allowance equal to 50 per cent of the pay should be allowed to the Veterinary Assistant Surgeons and other staff of the Animal Husbandry Department posted at an altitude of 5,000 feet and above. At other hill stations, an allowance equal to 30 per cent of pay should be allowed. He also suggested that Veterinary Assistant Surgeons should be allowed a special pay or an allowance for attaining higher qualifications irrespective of the fact whether this qualification was attained privately or at government expense. He stated that the pay scales of Veterinary Assistant Surgeons in Glaxo were far higher than those in government service. This resulted in migration of brilliant Veterinary Assistant Surgeons from government employment to Glaxo and other private firms.

7. We have taken into account the replies given by different Service Associations and the Director of Animal Husbandry to the questionnaire issued by us. We have also compared the pay scales of this Department with the pay scales of corresponding category of employees in other departments. After taking into account the various factors, we have proposed revision of the scales of pay for different posts in the Animal Husbandry Department as in Part II to this Report. The scales of pay proposed by us are on the general pattern of scales formulated by us. There are, however, a few exceptions too. Having regard to the qualifications and conditions of service, we have proposed a higher scale of pay for Veterinary Assistant Surgeons drawing pay in the existing scales of Rs.250—600, 250—550 and 225—500. The scales of pay which would have been normally admissible to them on the basis of their existing scales of pay and those proposed by us are given below:

Existing Scales	Scales as would have been admissible in the normal way	Scales of pay re- commended by the Com- mission
Rs.	Rs.	Rs.
250—600	450—850	500—1,000
250—550 }	400—750	450—850
225—500 }		

There are at present two categories of stockmen, one in the scale of Rs.120—220 and the other in scale of Rs.80—140. There are reported to be only 15 persons in the lower scale of Rs.80—140. Having regard to their number and the practical experience gained by them, we have recommended a common scale of pay of Rs.230—380 for both categories of Stockmen. We have also taken note of the lack of promotion opportunities for Stockmen and have accordingly proposed a selection grade of Rs.250—425 for 10 per cent of posts in their cadre. We have also proposed a selection grade of Rs.400—20—600 for one post in the cadre of the Stenographers in the existing scale of Rs.160—320, which is proposed to be revised to Rs.300—500 on the normal pattern. We

have noticed that no proper qualifications have been laid down for many posts in the existing scales of Rs.75—115, Rs.80—140, and Rs.100—160. We, therefore, recommend that some minimum educational and technical qualifications as may be considered necessary, may be specifically prescribed for these posts.

(b) **Uttar Pradesh College of Veterinary Science and Animal Husbandry Mathura**

The U. P. College of Veterinary Science and Animal Husbandry at Mathura was established in 1947 with the object of imparting professional education leading to B. V. Sc. A. H. degree. It is affiliated to the Agra University. It started post-graduate classes in 1956 and has now twelve departments recognised for post-graduate courses with nine of them recognised by the University for Doctorate programme. With Livestock Research Station, the District Dairy Demonstration Farm, two Regional Sub-Stations and number of research schemes sponsored by the State Government, the Indian Council of Agricultural Research, the Indian Council of Medical Research and similar other organisations, the College is a unique institution of its kind in the Country and is responsible for providing technical personnel needed to carry out the various animal husbandry programmes in the State and outside. Instruction in veterinary sciences is imparted also in the Agriculture University Pantnagar. A review made by the Planning Department of the State Government shows that by the end of the Fourth Plan period, there will be a surplus of about 305 Animal Husbandry graduates. The Animal Husbandry Department have, therefore, decided to reduce the admission capacity of the institutions imparting education in the field viz., the College at Mathura and the University at Pantnagar, to 50 per cent with effect from the year 1970-71.

2. The Principal, who is for various administration and financial purposes a Head of Department, has under his control about 700 employees who are connected with various research and teaching programmes.

3. In a memorandum sent to the Commission, the Principal has stated that highly trained and experience personnel from all parts of the country were drawn for manning the various posts in this College at the time of its establishment in the year, 1947. According to him the scales of pay then allowed to them were the best in the country but the position has now totally changed. In his opinion the pay scales of teachers in this College are too low either to attract men of real calibre or to retain them long in the service. It was emphasized by him during the course of his evidence before us that this position was realised by the Government as early as in 1964 and the pay scales of the Professors and Senior Research Officers were revised and brought at par with the pay scales recommended by the University Grants Commission. The position of other posts, it was stated, remains practically unchanged. The Principal has made the following suggestions for revision of the pay scales of the teaching staff of the college :

Name of the post	Existing scale	Proposed scale
	Rs.	Rs.
1. Principal .. .. .	1,200—1,700	1,800—2,000 (According to the scale laid down by the University Grants Commission).
2. Professors and other equivalent research staff.	1,000—1,500	1,100—1,600 with a Senior scale of Rs. 1,600—1,800 for one post in the cadre.
3. Assistant Professors and other equivalent posts.	300—900	700—1,250
4. Lecturers and similar research posts	250—550	400—950

He has further proposed that for the post of the Principal the same pay scale may be allowed as is allowed to the Principal of Medical Colleges.

The Principal has also recommended a special pay of Rs.75 per month to Veterinary Assistant Surgeons borne on the cadre of the Animal Husbandry Department who are appointed to work as Demonstrator, Research Assistants and Veterinary Assistant Surgeons in the College. He has also recommended a scale of Rs.200-300 for Laboratory Technician and Rs.120-220 for Lady Assistants. He has proposed that the pay scale of the Librarian should be raised to Rs.400-950.

The Principal has recommended the following scales of pay for non-teaching posts of the College :

Name of the post	Existing scale	Proposed scale
	Rs.	Rs.
1. Assistant Accounts Officer ..	250-750	400-1,000
2. Personal Assistant to Principal ..	400-550	450-800
3. Stenographer to the Principal ..	120-250	350-450 Stenographer in the scale of Rs.160-320, and 300-400 for the rest.
	160-320	
4. Stenographer-cum-Typist ..	120-250	
5. Head Clerk ..	150-260	400-500
6. Other Clerks and Accountants, etc.	120-220	300-450
7. Additional Cashier, Storekeeper and other clerks.	100-180	275-375

The Principal has further said in respect of the incumbent of the post of Assistant Accounts Officer that there is no avenue of promotion for this official in the College and as he has also to work as Estate Officer, rent free residence may be provided to him.

4. In a memorandum submitted to the Commission on behalf of the ministerial staff of the College, it was stated that despite the elevation of the status of the Principal to that of a Head of the Department, the pay scales of the ministerial employees were not brought at par with the employees of the offices of the other Heads of the Departments. It was also pointed out that due to separation of the college from the Animal Husbandry Department there were no avenues for promotion for the employees of the Veterinary College which would have otherwise been available to them had the college not been separated from the Animal Husbandry Department. They have, therefore, demanded the same pay scales which may be recommended by the Commission for officials working under the Director of Animal Husbandry and in other offices of the Heads of the Departments and in particular, have proposed the following pay scales for the ministerial staff of the College :

	Rs.
Head Assistant	450-550
Head Clerk	400-500
Steno to Principal	350-450
Other Stenographers	300-400
Farm Accountant	400-500
Senior Clerk	300-400
Routine Clerk	275-375

This Association has also demanded that while fixing their pay in the revised pay scales one advance increment should be allowed for three years of service or a fraction thereof and the maximum number of such increments should be limited to 10. They have also demanded House Rent Allowance,

Overtime Allowance, Medical Allowance, Travelling Allowance, Dearness Allowance and City Compensatory Allowance at Central Government rates.

5. The Commissioner and Secretary, Agriculture Production Department in a letter addressed to the Chairman, has recommended that the pay scale of the Principal of the College should be raised to Rs.1,800–2,000 in view of its importance and multifarious duties of the Principal and the high standard of teaching, etc.

6. We have given careful thought to the recommendations made by the Commissioner-cum-Secretary, Agriculture and the Principal and the memoranda submitted to us by the other employees of the College and the reply to the questionnaire furnished by the Principal. Taking all factors into consideration, we have proposed suitable pay scales for various posts in this College, which appear in Part II of the Report. The scales proposed by us are on the general pattern of pay scales determined by us except in case of certain employees for whom slightly higher pay scales have been recommended for the reasons stated below :

For the post of Principal of the College, the scale of pay of Rs.1,600–2,000, which we have recommended for similar posts in some of the other institutions, would in our opinion, be appropriate.

7. There is a post of Assistant Accounts Officer in the College in the scale of pay of Rs.250–750. The details furnished to us show that the duties and responsibilities attaching to the post are comparatively more arduous than those normally devolving on Assistant Accounts Officers. We also note that there is no avenue of promotion open to the incumbent of the post. In view of all this we have recommended the grant of a special pay of Rs.50 per mensem to be paid to him in addition to the pay admissible to him in the scale of pay of Rs.450–25–650–30–800–50–950. We have not recommended a higher pay scale as that would disturb the general pay pattern of Assistant Accounts Officers.

8. Under the Directorate of Animal Husbandry, we have allowed a higher pay scale of Rs.450–850 to Veterinary Assistant Surgeons. The minimum qualification for this post is B. V. Sc. and Animal Husbandry while the minimum qualification for the posts of Lecturer and Research Officers is M. V. Sc. in the subject concerned and, therefore, we have allowed the scale of Rs.450–950 for the post of Lecturers, Research Officers and similar other posts in the College.

9. We understand that Demonstrators, Research Assistants and Junior Research Assistants at the college form part of the cadre of the Subordinate Veterinary Service—Section B, and that Veterinary Assistant Surgeons also belong to the same cadre. The minimum qualification for all these posts is B. V.Sc. and Animal Husbandry and their existing scale of pay is Rs.225–500. For Veterinary Assistant Surgeons, we have recommended elsewhere the revised scale of pay of Rs.450–25–700–30–850. That recommendation of ours will be applicable also to the post of Demonstrators, Research Assistants, etc. of the College comprising the cadre to which the posts of Veterinary Assistant Surgeons belong. In our opinion it would not be justifiable to grant any special pay over and above this scale of pay which is higher than the one to which these officials would have been entitled under the general pattern on the basis of their existing scale of pay of Rs.225–500.

10. We have also allowed only one pay scale of Rs.230–380 to the stockman of two different categories, viz., those drawing pay in scale of Rs.120–220 and Rs.80–140 on the ground that a similar recommendation has been made by us in respect of stockman under the Directorate of Animal Husbandry.

Having due regard to the educational and technical qualifications of Surgical Assistant, we have recommended a scale of Rs.185–265 for this post.

11. From the details furnished to the Commission it was noticed that total number of teaching and allied staff of the College was high in relation to the number of students who are admitted and pass out. Perhaps Government may like to get this aspect examined through an appropriate agency.

12. In view of the scales proposed by us we have not found it possible to entertain requests for grant of special pays where these are not already admissible except in one case discussed above.



## (c) Fisheries Department

The Fisheries Development and Marketing Scheme which was organised initially for the supply of fish to troops in the Second World War by the Co-operative Department, was attached to the Animal Husbandry Department in 1944. Later on, however, State trading in fish was abandoned. Instead, a separate full-fledged Department of Fisheries came into being with effect from January 1, 1947, with a Fisheries Development Officer as its head enjoying the status of a Head of Department with three regional officers under him to which two more were added subsequently. Later on, from October 1, 1950, the Department came under the control of the Director of Animal Husbandry. The fisheries programme, however, suffered with these changes and in order to give priority to and ensure a better co-ordination and more effective execution of fisheries development programme, it was decided in November, 1965 to revert more or less to the 1947 pattern and to separate the Fisheries Organisation from the Directorate of Animal Husbandry. A separate Directorate of Fisheries was thus created in February, 1966, under Administrative Director, till a technically qualified person for manning the post was available.

2. The Directorate has two-fold activities, viz., (i) Development and Marketing and (2) Research. Development and Marketing in fisheries is taken care of by a Deputy Director (Extension) who is assisted at the headquarters by an Assistant Director of Fisheries (Planning) and an Assistant Director of Fisheries (Development). The Directorate administers the U. P. Fisheries Act, 1948 providing for matters relating to fisheries in private waters and looks after the programmes of survey of waters, stocking, establishment of farms and nurseries, angling for sport and marketing. The U. P. Fisheries (Development and Control) Rules, 1954, framed under Section 3(1) of the Act, provide for (i) prohibition of catching, destroying or selling, (a) fry and fingerlings from July to September, (b) breeding fish in June and July in the prohibited areas and fishing in the districts notified under the Rules, except under a licence issued by the Director, and (iii) seizure, removal and forfeiture of apparatus erected or used for fishing and of any consignment of fish held or transported in contravention of the Rules. Research in Fisheries is mainly the concern of the Central Fisheries Research Laboratory at the headquarters of the Directorate with the Deputy Director (Research) at its head assisted by three Research Officers who are specialists in Biology, Chemistry and Induced Breeding. The work includes the study of physical, chemical and biological factors influencing fish life. In addition to the Central Laboratory a number of fisheries research farms are being established.

The Director is assisted by three Deputy Directors, each in charge of Induced Breeding, Reservoir and Seed all in Class I, an Assistant Director, Fisheries, Rihand, an Assistant Director (Training) a Gear Technologist, a Fish Farm Specialist, all in Class II and one Accounts Officer, 22 Assistant Directors in Circles, one Personal and other gazetted and non-gazetted staff. It has been stated that there has been considerable progress in the activities of the Department since 1961-62. The total fish production is reported to have increased from 3,979 quintals in 1961-62 to 14,705 quintals in 1970-71. The revenue of the department has also increased from Rs.3,17,000 in 1961-62 to Rs.32,59,000 in 1970-71.

3. In reply to the questionnaire issued by us, the Director of Fisheries has stated that the disparity ratio between the minimum and the maximum emoluments should not be more than 1 : 15 and the time span of pay scales should not be longer than 15 years. He has also stated that higher pay scales should be allowed to Technical and Scientific posts. The Director has proposed the following scales of pay for various categories of posts in his Department :

Designation of the posts	Existing scale of pay	Proposed scale of pay
1	2	3
	Rs.	Rs.
Director of Fisheries .. .. .	1,500—1,700	1,800—2,250
Deputy Director of Fisheries (Res.) at head-quarters .. .. .	600—1,250	900—1,800
Deputy Director Fisheries at Regional levels .. .. .		

Designation of the posts	Existing scale of pay	Proposed scale of pay	
1	2	3	
	Rs.	Rs.	
Assistant Director Fisheries (Dev.) .. ..	300—900	550—1,100	
Assistant Director Fisheries (Planning) .. ..			
Assistant Director Fisheries (Training) .. ..			
Assistant Director Fisheries, Incharge Rihand .. ..			
Gear Technologist .. ..			
Fish Farm Specialist .. ..			
Research Officer (Chemistry) .. ..	250—750	550—900	
Research Officer (I. B.) .. ..			
Assistant Director Fisheries (Circles) .. ..			
Chemist .. ..	250—500		
Lecturer .. ..	225—500		
Personal Assistant .. ..	400—550		
Accounts Officer .. ..	250—750		
Senior Research Assistant (Zoology) .. ..	200—450		
Senior Research Assistant (Chemistry) .. ..	200—450		
Senior Research Assistant (Biology) .. ..	200—400		
Senior Fisheries Inspector .. ..	200—400	415—765	
Technical Assistant .. ..	200—400	415—765	
Mechanic (Foreman) .. ..	200—400	415—765	
Statistical Investigator .. ..	350—450		
Head Assistant .. ..			
Senior Auditor .. ..			
Accountant .. ..			
Overseer .. ..	200—400	415—765	
Fisheries Inspector .. ..	175—300		
Demonstrator .. ..	160—280		
Research Assistant (Chem.) .. ..			
Research Assistant (Bio.) .. ..			
Draftsman .. ..	320—550		
Junior Auditor .. ..			
Stenographers .. ..			
Head Clerk (for Deputy Director) .. ..	160—320		150—260
Fisheries (Regional) .. ..	150—260		
Senior Noter and Drafter .. ..	140—280		

Designation of the posts	Existing scale of pay	Proposed scale of pay
1	2	3
	Rs.	Rs.
Statistical Assistant .. .. . }		
Computers .. .. . }	120—250	275—500
Field Assistant-cum-Project Operator .. }		
Junior Noter and Drafter .. .. . }		
Cashier .. .. . }		
Accountant (For headquarters and Assistant director Fisheries).	120—220	275—500
Camp Clerks (For Regional Deputy Director, Fisheries and Assistant Director, Fisheries and Senior Fisheries Inspector).		
Routine Clerk .. .. . }		
Senior Clerk-Accounts .. .. . }		
Statistical Clerk .. .. . }	100—180	250—400
Store Keeper .. .. . }		
Fisheries Development Worker .. .. . }	120—220	225—350
Assistant Fisheries Warden .. .. . }		
Junior Technical Assistant .. .. . }		
Mechanic (Refrigerator) .. .. . }	100—180	225—350
Mechanic (For Motor Boats and Pumps) .. }		
Laboratory Assistant .. .. . }	100—160	
Laboratory Assistant .. .. . }	80—140	
Driver-cum-Mechanic (For Weed Cutter Machine) .. .. . }	80—140	180—285
Truck Drivers .. .. . }	80—140	
Drivers for light vehicles .. .. . }	75—115	
Motor Boat Drivers .. .. . }		
Driver-cum-Mechanic .. .. . }		
Tube-well Operator, Pump Driver, Fisherman, Field man, Daftari, Jamadar.	60—80	175—210
Field man, Net maker, Helper to Mechanic, Fish Guard, Lab. Attendant, Mali, Cleaner, Sweeper, Chaukidar, Orderlies and Peons.	55—75	170—200

4. The following points have been made out by the Director and other employees of his department in support to the revision of their pay scales :

(1) The Director has represented that in the year 1966, when an independent department of Fisheries was created, the post of the Director was held by an I. A. S. Officer. The departmental officer was for the first time appointed in May, 1967 in the pay scale of Rs.1,500—1,700 which was also the then existing scale of the Director of Agriculture and Director of Animal Husbandry. According to him, though the pay scales of the Directors of Animal Husbandry and Agriculture were revised to Rs.1,800—2,000 in August, 1968, no change was made in the pay scale applicable to the Director of Fisheries. He had requested Government for the revision of his pay scale but the matter was left to be decided by the Commission. The Director has requested for parity with the pay scales of the other two Directors respectively, of Agriculture and Animal Husbandry. The Special Secretary to Government, Agriculture, Animal Husbandry and Fisheries Department, in the course of his evidence before the Commission has also advised that the status of the Director of Fisheries should be equated with that of the Additional Director of Agriculture.

(2) The Director has further requested that the existing pay scale of Assistant Directors of Fisheries posted in the Circle may be raised so as to bring it at par with that of other Assistant Directors in Class II. It has also been pointed out that the following anomalies had crept in while revising the pay scales of the posts mentioned below, as a result of the recommendations of the Pay Rationalization Committee :

Name of the post	Qualification	Pre-P. R. C. Scale	Existing pay scale
1	2	3	4
		Rs.	Rs.
1. Statistical Assistant	Graduate with Mathematics or Statistics.	120—250	120—250
2. Laboratory Assistant	High School with Science	40—100	100—160 80—140

5. We have examined the replies given to the questionnaire, the gist of evidence tendered and the demands made by the Director and other employees of the Department. We agree with the suggestions of the Special Secretary to Government that the status of the Director of Fisheries should be equated with that of the Additional Director of Agriculture and we have accordingly recommended a common scale of pay for both the posts. We do not agree that there is enough justification for elevating the status of the Assistant Directors of Fisheries of Circles. We have accordingly proposed revision of their scale of pay on the basis of their existing scale and emoluments. The Pay Rationalization Committee had not recommended two scales of Rs.100—160 and Rs.80—140 for the Laboratory Assistant. The only scale recommended by them for Laboratory Assistants was Rs.100—160. It appears that the scale of Rs.80—140 is being allowed to some official who has only passed High School Examination with Science. This by itself does not justify the grant of a higher scale to the incumbent. We have accordingly recommended revision of the scales of these posts on the basis of their existing pay scales and emoluments. We have also recommended revision of the pay scale of the post of Statistical Assistant on similar lines. Revised pay scale of the posts of Fisherman and Field man, on one general pattern would have been Rs.170—225, but having regard to their duties and qualifications, we have proposed a scale of Rs.165—215 for these posts.

## 32. CANE AND CO-OPERATIVE DEPARTMENT

### (a) Cane Commissioner's Organization

This Department deals with the State policies in respect of development, production and marketing of sugarcane in the reserved areas of sugar factories in the State. The objectives of the Department include the introduction of improved sugarcane varieties and their cultivation protection of crop from degeneration and ravages of diseases and pests, and suggestions for improvement in yield per acre and sugar recovery. In the Secretariat the work in connection with sugarcane is handled in two departments. While its development is looked after by the Cane Development Department, the work related to sugar production and its marketing is looked after the Industries Department. Both these Departments have a common Head of Department, viz. the Cane Commissioner-cum-Sugar Commissioner, U. P. The Commissioner and Secretary of the Department of Agriculture Production and Rural Development is incharge of the Cane Development Department.

2. The Cane Commissioner is assisted in the matter of cane development by eight Deputy Cane Commissioners one of whom is a U. P. C. S. (Executive Branch) Officer, two Assistant Cane Commissioners, 26 District Cane Officers and two Cane Production Officers. Besides, there is one Senior Statistical Officer in Class I and also an Executive Engineer. There is also a Statistics Officer, an Accounts Officer, a Soil Chemist and a Manure Officer and nine Cane Inspectors, all in Class II. There is one Audit-cum-Accounts Officer and one Accounts Officer in the subordinate gazetted scale of Rs.250-750. Besides there are a large number of different categories of posts in Class III and Class IV. The basic qualification of most of the posts, excepting the Statistical Officer, Executive Engineer and Accounts-cum-Audit Officer, is B.Sc. (Agriculture).

3. The following demands were made by the different Associations under the Cane Development Commissioner :

(a) The U. P. Cane Service Association demanded that -

(1) Direct recruitment to Class I posts in the Department should be stopped and all appointments to Class I posts should be made by promotion of Officers in Class II.

(2) Most of the officers of Class I who were recruited directly had reached the maximum stage of pay scales and were stagnating on that pay for several years, because there were no avenues of promotion to them. Since the posts of Cane Commissioner and Additional or Joint Cane Commissioner are manned by I. A. S. and P. C. S. officers respectively, some higher posts in Class I should be created to provide avenues of promotion for these officers.

(3) Posts of Class I (Rs.600-1,250) in Accounts and Statistical Service might be created to provide opportunity for promotion to the officers in these branches.

(4) The practice of appointing officers on higher posts by deputation of officers of the P. C. S. or other services should be stopped as there were no avenues of promotion for the departmental officers. The deputation of officers from other departments was also not in the interest of working of the Department, because such officers were not fully conversant with the work of Cane Development and the complexities involved therein.

(5) The pay scales of Classes I and II, should be integrated like Central Government Services, viz. Income Tax, Central Excise, Customs and Postal Services.

(6) There should be provision for encashment of leave in lieu of the leave rejected or not availed of.

(b) The Subordinate Cane Service Association has stated that—

(1) The duties and responsibilities of Senior Cane Development Inspectors in their capacity as Zonal Incharges were more cumbersome than those of a Block Development Officer but their pay scale was lower than that of Block Development Officers. The duties and

responsibilities of Group II Inspectors were also arduous but there were no avenues of promotion for them on account of direct recruitment being made on most of the gazetted posts in the department. It has been suggested that Senior Cane Development Inspectors should be equated with Class II Officers and Group II Inspectors should be equated with Group I Inspectors, having regard to their duties, responsibilities, qualifications, etc.

(2) Time span of pay scales should be of 15 years duration only.

(c) The Stenographers Association represented that prior to the revision of the pay scale by the Pay Rationalization Committee, there were three grades of pay scales of Stenographers, namely the scales of (i) Rs.75-150, (ii) Rs.100-200, and (iii) Rs.100-240. The Pay Rationalization Committee, reduced the grades to two, viz. Rs.120-250 and Rs.160-320. It was stated that the Stenographers in the pre-PRC scale of Rs.100-200 attached to the Deputy Cane Commissioners, were allowed the revised pay scale of Rs.160-320, but they were grouped with other Stenographers drawing pay in the lower scale of Rs.75-150 and were accordingly allowed revised pay scale of Rs.120-250 only. It was requested that such Stenographers should be kept at par with the existing Stenographers in the scale of Rs.160-320 in the new pay scale to be recommended by the Commission.

(d) The Cinema Operators and Cameramen's Association stated that these employees in the Cane Development Department should be allowed pay in the same scale as may be prescribed by the Commission for this category of posts in the Forest, Planning Research and Action Institute, Social Welfare and Information Departments.

(e) The Statistical Employees Association pointed out the following anomaly in their pay scales :

Name of the post	Pre-P.R.C. Scale	Present scale	Remarks
	Rs.	Rs.	
(i) Statistical Assistant ..	200-350	200-400	(i) This scale is Rs. 200-450 in case of other Group I employees.
(ii) Junior Statistical Assistant	120-250	120-250	(ii) No improvement
(iii) Computer ..	120-300	120-250	..

(f) The Ganna Gram Sewak Sangh demanded that—

- (i) both High School and non-High School Gram Sewaks might be allowed the same pay scale as may be determined by the Commission for the existing pay scale of Rs.75-115, and
- (ii) their pay scale might be kept at par with V. L. W.s.

(g) The Ministerial Service Association of the Cane Development Department demanded that—

- (1) disparities between the pay scales of the Ministerial Services in the Secretariat and other offices should be done away with ;
- (2) ten per cent of the posts in different services should be kept in the selection grade ;
- (3) the minimum pay should be fixed at Rs.200 p.m., and
- (4) the following pay scale should be provided for various grades of employees :

Name of the Post	Existing scale	Proposed scale
(i) Routine Grade Clerk ..	Rs.100-180	Rs.325-585
(ii) Noter and Drafter and Junior Noter and Drafter.	Rs.120-220 } Rs.140-280 }	Rs.425-750
(iii) Assistant Section Incharge, Head Clerk, Head Assistant Shorthand Reporter.	Rs.160-320 } Rs.200-400 }	Rs.550-850
(iv) Stenographer ..	Rs.120-250	Rs.425-750

(h) The Cane Assistants Association stated that their posts were created after implementation of the Rules framed under the U. P. Sugar Factories Control Act, 1938. Initially these posts were seasonal and they were given a fixed pay of Rs.50 which was higher than the pay of Clerks, Supervisors and Assistant Cane Development Officers, normally admissible in those days. It was stated that the following note was given under Rule 19 of the Rules referred to above:

"The persons appointed by the Cane Commissioner would normally be of the status and qualification of Naib-Tahsildars."

It has stated that the U. P. Pay Committee, 1947, did not pay any attention to these posts because they were seasonal and that a regular pay scale of Rs.75-120, was allowed to them in the year 1952-53. These posts were made regular from 1959-60. In 1965, the scale of these posts was revised to Rs.100-180 by the P. R. C. on the presumption that the posts of Cane Inspectors were ministerial posts. A recommendation was made to Government by the Cane Commissioner to upgrade the scale of these posts to Rs.160-280 but no action could be taken due to long lapse of time. It was stated that their duties were similar to those of Khandsari Inspectors and Cane Development Inspectors and that their pay scales should be kept at par with these officials.

4. In the course of his evidence before the Commission, the Cane Commissioner suggested that the present scale of Rs.75-115 of the Ganna Gram Sewaks should be equated with the scale of Rs.100-180 and revised accordingly.

5. In the course of his evidence before the Pay Commission, the Special Secretary, Cane and Co-operative Departments stated that there should be no distinction between the pay scale of High School passed and non-High School Ganna Gram Sewaks and that their pay scale should be kept at par with Village Level Workers in view of the importance of their work.

6. We have considered the various suggestions and demands referred to above. At present there are eight posts of Deputy Cane Commissioner, one of which is held by an officer of the U. P. Civil Service (Executive Branch) who is appointed to it either in that capacity or with the designation of Joint Cane Commissioner, depending upon his seniority in his own cadre. The remaining seven posts of Deputy Cane Commissioner at present in the scale of Rs.600-1,250 are filled by promotion from junior members of the U. P. Cane Service. Since these Deputy Cane Commissioners have no further avenues of promotion, they find themselves blocked on those posts. Normally, we have recommended a revised pay scale of Rs.800-1,450 for such posts in other departments and that scale is also being recommended for the posts of Deputy Cane Commissioner to be held by departmental officers, but we also recommend that one post of Deputy Cane Commissioner may be allowed in the higher scale of Rs.900-1,600. We have also recommended a higher scale of Rs.230-380 for Cane Assistants, having due regard of their duties and responsibilities.

7. The Stenographers in the Cane Commissioners Office are at present in the scale of Rs.160-320. We are recommending a revised pay scale of Rs.300-500 for them as has been done in case of other officials in the corresponding scale. We, however, also recommend a selection grade of Rs.400-600 for 10 per cent of their permanent posts so that they may not stagnate in their original posts.

8. Except for these departures, we have recommended revised scales for all other posts in the Cane Development Department which are based on their existing pay scales and emoluments.

9. As has been stated earlier, it was represented before us that Ganna Gram Sewaks should be equated in the matter of their pay scales with the Village Level Workers. Ganna Gram Sewaks were normally known as Kamdars and their pay scale in this Department was the same as that of Kamdars in the Agriculture Department. We have examined the matter carefully and have not found it possible to equate them with Village Level Workers. We have, therefore, recommended for them a scale of pay as has been recommended by us for Kamdar in the Agriculture Department. We feel that a mere change in their nomenclature from Kamdar to Ganna Gram Sewak does not make any change in their duties and responsibilities or entitle them to a higher scale of pay.

10. We find that there are at present about 388 posts of Cane Development Inspectors and other officials of equivalent status who have chances for promotion to about 130 posts in senior scales in the subordinate service within the Department. This roughly amounts to about 33 per cent promotion opportunities. Similarly, we find that the incumbents of those 130 non-gazetted posts at present in the pay scale of Rs.200-450, can aspire for promotion to Class II posts in the existing scale of Rs.300-900. They are about 40 in number, and vacancies in them up to 50 per cent are filled by promotion. The incumbents holding these 40 Class II posts are eligible for promotion to all the nine senior posts, two of which are at present in the scale of Rs.400-1,000 and the remaining in the scale of Rs.600-1,250. It will be seen from the above account that promotional opportunities are adequate in the Department.

Details about the revised pay scales of the various posts in the Department will be found in Part II of our Report.

#### (b) Co-operative Department

The necessity of forming Co-operative Credit Societies was felt by the Central Government near about the year 1900 and a special officer was appointed by the Government for the purpose. A few Societies were formed in 1901 and the Co-operative Credit Societies Act, 1904, was passed by the Central Government mainly to facilitate agricultural credit. This Act was modified by the Co-operative Societies Act of 1912 which enabled the setting up of non-credit societies also. "Co-operation" was made a State subject by the Government of India Act, 1919. Since then a large number of new types of societies sprang up and it became necessary to make provisions in the law for additional functions and responsibilities of these societies. It was subsequently thought proper to liberalise and modify the provisions of the Act to suit the changed circumstances and to give fillip to the Co-operative movement. The old Act of 1912 was, therefore, repealed with the enactment of the U. P. Co-operative Societies Act, 1965.

2. The administration of the Co-operative Department at the Secretariat level is under the control of the Commissioner and Secretary, Agricultural Production and Rural Development assisted by a Special or Joint Secretary to Government. At the level of Head of the Department, there is a Registrar, Co-operative Societies, who is an officer belonging to the I. A. S. cadre. He is assisted by three Additional Registrars, one Director, Milk Development-cum-Additional Registrar and one Superintendent of Police (Investigation). Besides, there are eight Deputy Registrars, one Senior Accounts Officer, one Education Officer, one Dairy Development Officer, one Agriculture Officer and one Processing Adviser — all in Class I. There are also a number of Assistant Registrars, Accounts Officers, a Sahkari Parilekh Adhikari, a Deputy Dairy Development Officer, a Dairy Surveyor, Assistant Agriculture Officer, Pharmaceutical Expert, etc., all in Class II. The Superintendent of Police at the headquarter has the assistance of a Deputy Superintendent of Police, Senior Public Prosecutor and other supporting staff of the police for work relating to investigations. At the Regional level, there are Deputy Registrars, Co-operative Societies, in Class I in all the Divisions, except in Uttarakhand Division which is looked after by the Deputy Registrar, Kumaun Division. In all the Divisions, there is one Assistant Registrar, Consumers, except at Meerut and Bareilly where two such posts have been provided. In eight Divisions, there are Deputy Superintendents of Police, Public Prosecutors and one Assistant Registrar (Vigilance). In six Divisions, there are Regional Accounts Officers. In all the districts of the State, there are Assistant Registrars assisted by an Additional Assistant Registrar in some district. Fifty one districts have each a post of Assistant Registrar (Recovery). Under the Milk Development Scheme, there are posts of Deputy Dairy Development Officers and Dairy Managers in some districts. In the Agricultural Schemes under the Co-operative Department, there is one post of Assistant Registrar (Agriculture) in each of the districts of Lucknow, Rampur and Varanasi. Assistant Registrars (Consumers), at certain stores in a few districts look after the Consumers' Co-operative Schemes. In each Development Block, there is a post of Assistant Development Officer (Co-operative), in Group II.

3. In reply to the questionnaire issued by us, the various Departmental Service Associations have made the following suggestions and demands :

#### (1) U. P. Co-operative Gazetted Officers' Association

(a) The Association has stated that the workload on the officers has



increased considerably due to all round progress made by the Department in various spheres and it has furnished the following data :

Items of work	Position in 1951 (in lakhs of Rs.)	Position in 1971 (in lakhs of Rs.)
Short-term credit ..	314	5710
Long-term loans for Minor Irrigation work and Tractor, etc.	Nil	1707
Handling by Marketing Societies ..	Nil	1327
Supply of Milk by Co-operative Dairy	1.28 lac liters	447 lac litres
Distribution of Fertilisers ..	Worth Rs. 24 lakhs	Worth Rs. 1050 lakhs.
Distribution of seed in lac quintals	4.47	8.56

Besides the above, the financial involvement of Co-operative Societies in High Yielding Varieties Programme is of the order of Rs.11 crores. It has emphasized that despite the strenuous duties, the conditions of service are deplorable and consequently bright and sincere officers are disheartened and they lose all their initiative and enthusiasm.

(b) It has demanded the following pay scales :

	Rs.
(1) Assistant Registrar, Co-operative Societies ..	700-1,400
(2) Deputy Registrar ... ..	1,200-1,850
(3) Additional Registrar ... ..	2,000-2,500

(c) It has further suggested that to avoid stagnation of the officers (i) five posts of Joint Registrar, Co-operative, might be created in the scale Rs.1,800-2,250, (ii) all posts of Additional Registrars should be filled from amongst the members of the State Co-operative Service, and (iii) the post of Registrar, which used to be filled by a departmental officer previously, should again be manned by a departmental officer. The scale of pay of the Registrar promoted from amongst the departmental officers is proposed to be Rs.2,250-3,000.

(d) It has also suggested that dearness allowance should be paid at the rates allowed by the Central Government to all officers in different scales and house rent allowance should be allowed in all cities including Class "C" cities, at the rate of 10 per cent of pay.

#### (2) U. P. Co-operative Inspectors Association

The Association has stated that there are two grades of Co-operative Inspectors. The scale of pay of Grade II Inspectors is Rs.160-280, whereas the scales of similar posts in other departments is higher, e.g. (i) Sub-Deputy Inspector of Schools-Rs.150-350, (ii) Deputy Jailor-Rs.160-320, (iii) Forest Ranger - Rs.180-380, and (iv) Excise Inspector - Rs.160-320. Similarly, the pay scale of Rs.200-450 admissible to the Co-operative Inspectors, Group I is lower than that of Tahsildars, Block Development Officers, Assistant Sales Tax Officers, District Inspector of Schools and Consolidation Officers. It has demanded the following scales of pay for Co-operative Inspectors :

Co-operative Inspector Group I	Corresponding scale of the existing scale of Rs.250-650 as might be fixed by the Commission.
Co-operative Inspector Group II	Corresponding scale of the existing scale of Rs.220-440 as might be fixed by the Commission.

It has also suggested that the minimum pay of a government servant should be kept at Rs.150 and the maximum at Rs.2,250 and time span of a scale of pay should be between 10-15 years.

#### (3) Ministerial Staff Association, Office of the Registrar, Co-operative Societies

The main demands of this Association are—

(a) Minimum wage should be determined on the basis of the price index for the year 1971 and the recommendations of the Fifteenth All

India Labour Conference, 1957, after taking into account a family comprising of three units and dietary requirements of 2,400 calories.

(b) There should be only two grades for ministerial employees as follows :

	Rs.
(i) Scale of pay of non-supervisory posts	... 300-600
(ii) Scale of pay for Supervisory posts	... 600-900

(4) *U. P. Co-operative Statistical Assistants Association*

The Association has stated that the Statistical Assistants in the existing scale of Rs.100-180 are drawn from amongst the Co-operative Supervisors, as have received the necessary training in Accounts, Banking, Co-operative Law, Economics and Agriculture and their grouse is that their scale of Rs.100-180 is less than the scale of Rs.120-220 allowed to Co-operative Supervisors. It, therefore, has demanded that they should be given the same pay as might be recommended by the Commission for the Statistical Assistants serving under the Economics and Statistics, Agriculture, Transport, Revenue and Cane Departments.

(5) *Government Milk Supervisors' Association*

The Association has stated that the scale of pay of Milk Supervisors prior to implementation of the report of the Pay Rationalization Committee, 1964-65 was Rs.75-120, but while the scale of pay of corresponding posts in other department has been revised to Rs.120-220, the scale allowed to them is Rs.100-180 only. It, therefore, has requested that while revising their scale of pay, they should be kept at par with the Village Level Workers drawing pay in the scale of pay of Rs.120-220.

4. The Registrar, Co-operative Societies, in reply to the questionnaire issued by us, made the following suggestions and recommendations :

(a) The disparity between the existing scales of pay of different posts should be removed in accordance with the principle of 'equal pay for equal work' recommended by the Administrative Reforms Commission. The following instances of such disparity were cited :

(i) The pay scale of Additional Director of Education and the Additional Director of Agriculture is Rs.1,600-1,800 against the existing scale of Additional Registrar, Co-operative Societies, of Rs.750-1,400.

(ii) The existing scale of Deputy Registrars is Rs.600-1,250 as against the scale of pay of Rs.750-1,400 allowed to Deputy Directors of Education and Assistant Commissioner, Sales Tax. It was pointed out that such disparities existed in subordinate services also.

(b) The minimum wage should be determined on the basis of the prevailing price index on the assumption that a family comprised of five adult units.

(c) Scales of pay should be determined on that level of prices which are likely to be stabilised.

(d) The following scales of pay were recommended by the Registrar for different posts :

Name of the post	Existing scale of pay	Proposed scale of pay
	Rs.	Rs.
1. Registrar	..	2,500-3,000, if appointed departmentally.
2. Additional Registrar	.. 750-1,400	1,800-2,250
3. Joint Registrar	.. 600-1,250	1,500-2,000
4. Deputy Registrar	.. 600-1,200	1,500-2,000
5. Agriculture Officer	} 600-1,200	1,500-2,000
6. Education Officer		
7. Process Adviser		
8. Dairy Development Officer		
9. Senior Accounts Officer		

Name of the post	Existing scale of pay	Proposed scale of pay
1	2	3
	Rs.	Rs.
10. Accounts Officer ..	400—1,000	700—1,400
11. Assistant Registrar ..	300—900	700—1,400
12. Assistant Registrar (Recovery)		
13. Subject Matter Specialist (Co-operative).		
14. Principal		
15. Assistant Dairy Development Officer.		
16. Accounts Officer ..		
17. Regional Accounts Officer ..	250—750	400—1,000
18. Personal Assistant ..	400—550	600—1,000
19. Co-operative Inspector Group I, Senior Agriculture Inspector, Co-operative Inspector Group I (Consumer).	200—450	300—900
20. Regional Assistant (Publicity)	200—400	300—900
21. Regional Assistant etc.		
22. Co-operative Inspector, Group II.	160—280	250—550
23. Assistant Development Officer, Dairy Incharge, Sales Incharge, Chemist (Milk) Assistant Dairy I/c.		
24. Overseer ..		
25. Grading Assistant, Assistant Co-operative Inspector ..	120—220	225—450
26. Head Assistant ..	350—450	550—900
27. Assistant Accounts Officer	200—450	300—900
28. Accountant, Investment Assistant.	200—400	300—900
29. Head Clerk } Stenographer ..	160—320	400—800
Stenographer ..	120—250	300—600
Regional Head Clerks ..	150—260	
Noter and Drafter ..	140—280	
30. Assistant Accountant ..	120—250	250—550
31. Routine Clerk, Milk Supervisor, Agriculture Supervisor, Government Supervisor, Grading Assistant, Farm Supervisor ..	100—180	200—400
32. Laboratory Assistant ..	100—160	200—400
33. Book Binder, Jamadar, Daftari.	60—80	125—250
34. Office Peon, Orderly Peon, Chaukidar, Depot Man, Laboratory Attendant and other identical posts ..	55—75	100—185
35. Tube-well Operator ..	60—80	125—250
36. Driver ..	75—115	125—250
37. Mechanic ..	80—140	150—300

5. The Government has proposed the following scales of pay for different categories of posts in the Co-operative Department and recommended that these might be adopted in lieu of the scales of pay recommended by the Registrar :

<i>Name of the post</i>	<i>Proposed scale of pay</i>
	Rs.
1. Office peons and other identical posts ...	150-5-200-10-300
2. Junior Clerk and other posts ...	250-10-300-20-500
3. Senior Clerk ...	300-20-400-25-600
4. Noter and Drafter ...	350-20-450-25-700
5. Inspectors, Group II and other identical posts. ...	300-20-400-25-600
6. Inspectors Group I and other identical posts ...	350-20-450-25-700
7. Assistant Registrars and other identical posts ...	600-50-1,250
8. Deputy Registrar and other identical posts ...	1,300-50-1,600
9. Joint Registrar ...	1,600-10-1,800
10. Additional Registrar ...	1,800-100-2,200

6. In the course of his evidence before the Commission, the Registrar stated that, in view of the poor scales of pay, brilliant boys were going to private firms instead of to Class II posts of the State Government, where they were allowed a starting salary of Rs.700 per month, and such of them as had passed 'Business Management' were allowed a starting salary of Rs.900 per month. He suggested that a member of I. A. S. cadre appointed as Registrar should be allowed pay in the Super-time scale of I. A. S. He also suggested that the minimum pay of the lowest grade employee should be fixed at Rs.200. He stated that the family size of a government servant should be reckoned to be of three adult units. He suggested that Government should curtail the size of the department and increase their resources for implementation of the recommendations of the Pay Commission. He also contradicted that there would be any inflation on account of increase in wages. His contention was that inflation was caused due to budget, increase in taxes, and greed of the manufacturing communities; and that prices always rose after the announcement of the budget and not after any increase in dearness allowance. He stated that the additional Heads of Departments in Agriculture and Animal Husbandry drawn from amongst the departmental officers, were allowed higher emoluments as compared to the Additional Registrar, Co-operative Societies. He stated that while assessing the importance of various departments with reference to the number of employees and the funds handled, large funds in the Co-operative Department belonging to the Co-operative Banks, Federations and other Co-operative Institutions, as also the number of employees in these Co-operative bodies, were not taken into account. He felt that the officers in Co-operative Department, though they did not directly handle these funds, were expected to supervise properly the functioning of these institutions, and if the scales of pay of additional Heads of Departments were determined in accordance with the number of employees and the amount of budget provision, then the funds of the Co-operative Institutions and the number of employees in these institutions should also be added to the funds and the number of employees of the Co-operative Department proper. According to him, if that was done, it would be found that the Co-operative Department was not a smaller department in size as compared to other so called major Heads of the Departments. He, therefore, suggested that having regard to the responsibilities of the Additional Registrar, Co-operative Societies, he should be allowed the same revised pay scale as was to be recommended by us for the post of Additional Director of Agriculture.

7. The Special Secretary to Government, Co-operative Department in the course of his evidence before us, stated that the minimum wage of a government servant should, in no case, be less than Rs.200 per month and if burden of increase in pay was found to be heavy, future recruitment to certain posts could be stopped but those who were already in service must get minimum emoluments to sustain themselves.

8. We have considered the replies, the requests made by the various Service Associations, and the recommendations made by the Registrar and the Special Secretary to Government, Co-operative Department, very carefully. The existing scale of pay of the Additional Registrar, Co-operative Societies, is Rs.750-1,400 and is actually less than that of Additional Heads of some other Departments. The scale now recommended by us for the post is also somewhat less than that of the Joint Director of Agriculture for whom we have proposed a scale of Rs.1,150-1,700. However, keeping in view the fact that the post of the Registrar, Co-operative Societies, is being held by an Officer of the I. A. S., in the senior scale of Rs.900-1,800, the up-grading of the post of the Additional Registrar, Co-operative Societies in the scale of Rs.1,200-1,800, would create administrative complications. If his scale is equated to that of the Additional Director of Agriculture, his starting salary would become higher than that of the Registrar, Co-operative Societies. We therefore, recommend that so long as the post of Registrar is held by an I. A. S. Officer in the senior scale, the post of Additional Registrar may carry a pay scale of Rs.900-1,600, but the post would deserve to be up-graded, if and when the post of the Registrar is upgraded.

9. For the rest of the posts, we feel that a revision of the scales of pay in the Co-operative Department on the basis of their existing scales and emoluments according to the general pattern of scales of pay formulated by us will meet the requirements. We, however, recommend that a selection grade in the scale of Rs.400-600 may be created to absorb 10 per cent of the existing permanent posts of Stenographers in the proposed scale of Rs.300-500. We also recommend that a special pay of Rs.50 may be allowed to Assistant Accounts Officer in the proposed scale of Rs.350-700. Full details about our recommendations will be found in Part II of this Report.

10. We find that there are at present about 1052 posts of Co-operative Inspectors, Group II, and other officials of equivalent status, who have chances of promotion to 50 per cent. of a total of about 301 posts of Inspectors, Group I and others, i.e. to about 150 posts. This works out to about 14 per cent promotional opportunities. The Government may look into this and take suitable action to increase these opportunities in case they find that they are not adequate. We find that for 230 posts of Inspector, Group I, opportunities exist for 50 per cent of a total of about 160 posts of Assistant Registrars and other Class II posts, i.e. for about 80 posts, which works out to about 35 per cent. The officers working on 160 posts in Class II have chances of promotion to all the posts of Deputy Registrars and other equivalent posts numbering about 23, who in turn have similar opportunities of promotion to two posts of Additional Registrar, etc. It is noticed that promotional opportunities for all these officers are adequate.

### 33. PANCHAYATI RAJ DEPARTMENT

#### (a) Directorate of Panchayat Raj

After the enactment of the Panchayat Raj Act, 1947, the Panchayati Raj Department, which also functioned as the Directorate of Panchayat Raj, was created in the Local Self-Government Branch of the Secretariat. The Directorate was, however, separated from the Secretariat Department in the year 1952. The Director, who has his headquarters at Lucknow, is an I. A. S. officer. He is assisted by a Joint Director drawn from the P. C. S. (E), a Deputy Director from the department and a Deputy Director (Accounts) from the U. P. Finance and Accounts Service. There are no regional offices in the Panchayat Raj Department. At the District level, the department is headed by a District Panchayat Raj Officer, who was formerly designated as Assistant Panchayat Raj Officer. While re-designating this post as Panchayat Raj Officer from 1966, no higher pay scale was allowed to the incumbents. The District Panchayat Raj Officer works under the overall supervision of the District Planning Officer or Additional District Magistrate (Planning). There are 678 Assistant Development Officers (Panchayat Raj and Social Education), posted at the blocks who work under the immediate control and supervision of the Block Development Officers. Besides, there are 68 Panchayat Inspectors (Industries). In the field, there are 8,792 Panchayat Sewaks who were previously designated as Panchayat Secretaries and were employees of the Gram Sabhas. Panchayat Sewaks have been declared whole-time government servants with effect from October 1, 1971. The qualification prescribed for them now is High School and Diploma in Agriculture.

2. The main demands of the concerned service organizations are stated below :

#### District Panchayat Raj Officer

The existing scale of District Panchayat Raj Officer is Rs.225-500. Their service association has requested that the Panchayat Raj Officers should be given the same status as other district level officers drawing pay in the existing scale of Rs.300-900.

#### Assistant Development Officer (Panchayat)

The Association of Assistant Development Officers (Panchayat and Social Education), has complained that there are virtually no avenues of promotion to the Assistant Development Officers (Panchayat) as compared to other such officers in the Community Development set up. They have, therefore, proposed for their eligibility for promotion to the post of District Harijan and Social Welfare Officer, District Information Officer, District Industries Officer and to higher posts in the Zila Parishads. They have demanded a pay scale of Rs.250-550.

#### Panchayat Sewaks

The Panchayat Sewaks Sangh has stated that while their duties are harder than those of Village Level Workers and Lekhpals, their scale is lower than those of Village Level Workers, Stockmen and Lekhpals. The Sangh has demanded a pay scale of Rs.200-350.

2. The Director of Panchayat Raj has suggested that the District Panchayat Raj Officer should be given the pay scale of other district level officers. He has further suggested that disparity between the pay scales of employees of the different Heads of Departments should be removed. He has also suggested that A. D. O. (Panchayat) and Panchayat Inspector (Industries) should be brought at par with other A. D. Os in Group II whose present pay scale is Rs.160-280.

3. We looked into the demands of different service associations of the Panchayati Raj Department and the recommendations of the Director. The post of Deputy Director, Panchayat, which is held by an officer of the Panchayati Raj Department presently carries a pay scale of Rs.300-900. We feel that having regard to his responsibilities as well as his status as a Deputy Head of Department, his pay scale should be higher and accordingly recommend the new scale of Rs.650-1,300 for the post of the Deputy Director being held by an Officer of the Panchayati Raj Department.

There are three types of scales for the posts of District Panchayat Raj Officer. One post is in the scale of Rs.250-850 and seven posts are in the scale of Rs.250-750 and the remaining 46 posts in the scale of Rs.225-500. We have recommended a scale of Rs.550-1,200 for one post which is presently in the scale of Rs.250-850. For the rest we have recommended one integrated scale in view of the fact that they have to shoulder higher responsibilities after their elevation from the rank of Assistant Panchayat Raj Officer to that of District Panchayat Raj Officer. This scale has been recommended by us for the post of District Harijan Sahayak and Welfare Officer also.

4. The existing pay scale of Panchayat Sewaks is Rs.75-115. We have recommended the scale of Rs.175-250 for the post but considering their role in the Panchayat Raj set up and the lack of promotion opportunities, we have recommended a selection grade of Rs.185-265 for 20 per cent posts of Panchayat Sewaks.

5. We have also considered the suggestions of the Director of Panchayat Raj to allow uniformly the same pay scale to the ministerial staff of the headquarters of his directorate as is admissible to the ministerial staff of other major heads of departments. We feel that pay scales should be determined having due regard to the size of the departments, nature of work handled, volume of work and Plan and non-Plan budget of the various departments. Taking all these factors into consideration, we do not think that there is enough justification for any further upgrading of the ministerial staff of the headquarters of the Panchayat Raj Directorate. We have accordingly, recommended revision on the basis of their existing scales and emoluments. Details of existing posts, existing scales and the scales recommended are given in Part II of our Report.

#### (b) Pradeshik Vikas Dal

This Organization has been set-up under the control of the Director of Panchayat Raj by bifurcating the old Organization of 'PRANTIYA RAKSHA DAL AND HOME GUARDS' which was under the immediate control of Commandant General, under the Civil Defence Department of the Secretariat. In G. O. No. 21170/38-Kha-98-PRD/70, dated October 1, 1971, the name of the Prantiya Raksha Dal was changed to "PRADESHIK VIKAS DAL" and it was decided that this Organization will continue to do all developmental work, which it was doing hitherto, *vide* Government Notification No. 24467/38-(5)/38-PRD-71 (TC), dated February 4, 1972. The Joint Director, Panchayat Raj, was appointed as Administrative Commandant of this Organisation. Besides, office staff of the old P. R. D. Organization the following staff working at various levels has been transferred to the Directorate of Panchayat Raj :

Name of the post	Existing scale of pay
<b>I. Headquarters :</b>	
1. Assistant Commandants ...	Two in the scale of Rs.250-600 and one in the scale of Rs.300-900
2. Quarter Master ...	Rs.250-600.
3. Physical Instructor ...	Rs.100-160.
4. Office staff of the Headquarters in the pay scale applicable to them in the P. R. D.	
5. Class IV staff and other staff connected with stores, vehicles, Band, Arms and Ammunitions, Compounder, Nursing Orderly, etc.	
<b>II. District Level :</b>	
(1) District Organiser ...	Rs. 150-350
(2) Assistant District Organiser ...	120-250
(3) Ministerial and Class IV posts in Uttara Khand only ...	55-75
	60 80
	65-90
	... 80-140 (Drivers)

III. *Block Level :*

Rs.

(1) Block Organiser ... .. 80-140

2. The salient points made out by the employees of this Organization are as under :

(1) The pay scales of the employees of the old P. R. D., were not determined judiciously by the Pay Rationalization Committee.

(2) The scale of pay of Assistant Commandants posted at the Headquarters is not at par either with the Headquarter Level Officers in other Departments or with the District Level Officers posted in the Districts.

(3) The pay scales of District and Block level employees, e.g. District Organiser, Assistant District Organiser and Block Organiser is not only not at par with other officers at the District level, but is even less than Group I and Group II employees of other Departments. Parity in pay scales with the officers at District level has, therefore, been demanded.

(4) They have demanded parity in case of members of ministerial staff posted at the Headquarters with the staff of Panchayat Raj Directorate.

3. During the course of his evidence before the Commission, the Director Panchayat Raj mentioned the necessity of improving the status of the employees in order to improve their efficiency. He specifically recommended that the pay scale of Block Organisers should be kept at par with other Assistant Development Officers and that of District Organiser should be at par with District Panchayat Raj Officer.

4. We feel that the Pradeshik Vikas Dal is a part of an old organisation which has been separated and placed under the control of the Director of Panchayat Raj for administrative reasons. We are not convinced that mere posting of the officers at Block, District or Headquarters level bestow upon them a right to claim parity with staff at that level in other Departments, in disregard of other factors. The establishment of P. R. D. and Home Guards was for a limited purpose, viz., for organising rural development efforts, village defence and internal security measures. The Organisation was necessarily of the nature of a disciplined, uniformed voluntary para-Police Organisation, and it is because of this, that it was placed under the command of a police officer. The scales of pay of the employees were therefore, either at par with the officers of the Police Department of comparative category or a little lower as their discipline, duties and responsibilities were not so vigorous as that of Police personnel. Thus mere change of the name of the Organisation from P. R. D. to P. V. D., and transfer of its administrative control from the Commandant General Home Guards to Panchayat Raj Directorate, has not brought about any material difference either in their status or nature of work as to entitle them to higher emoluments on the pattern of employees of other Heads of the Departments.

5. Having regard to the considerations indicated in the foregoing paras., we have proposed revision on the basis of existing scales and emoluments for most of the posts in the P. V. D. except in cases indicated below, where a higher or a lower scale has been proposed for the reasons indicated against each :

(1) *Assistant Commandant, Youth Welfare and Assistant Commandant, Physical Culture*—The existing scale of the above post is Rs.250-600. Normally the post would have been entitled to the scale of Rs.450-850, but we have proposed a higher scale of Rs.450-950, for the above post in consideration of the fact that it is a supervisory post at the Headquarter level and the permanent post of the Assistant Commandant carries a scale of Rs.300-900, the revised equivalent of which would be Rs.550-1,200.

(2) *District Organiser*—It is a district level post, but its scale so far has been rather low, being Rs.150-350. On the basis of existing emoluments, normally the scale of Rs.300-500 could have been allowed for the post. But having regard to their educational qualification, which has since been raised to a degree, and the recent change in their mode of recruitment (recruitment will now be made through the Public Service Commission) as also the nature of duties and responsibilities, we have



proposed a higher scale of Rs.450-750 to equate these organisations with the Block Development Officers whose jurisdiction is comparatively smaller than that of District Organisers.

(3) *Assistant District Organisers*—The scale to scale revision of the existing scale of Rs.120-250 would have been Rs.250-425, but for the reasons indicated above, we have recommended a higher scale of Rs.280-450 for these Assistant District Organisers to bring them at par with Assistant Development Officers in the Community Development Blocks.

(4) *Block Organisers*—The existing scale is Rs.80-140 which is rather low, for a Block level post. There are few changes of promotion and the existing employees are suffering from stagnation and demoralization. We have decided to recommend a higher scale of Rs.230-380 in consideration of the pressing demand made by the Association and the recommendations of the Director, Panchayat Raj. The pay scale of these Block Organisers would now be at par with that of Village Level Workers.

(5) *Quarter Master*—The existing scale of this post of Rs.225-500. The educational qualifications prescribed for this post is Intermediate only. This post was formally filled in by taking men from the Police Department. Since the Pradeshik Vikas Dal is no more connected with the Police Organization, we feel that a revised scale of Rs.400-750 for this post would be rather high. We, therefore recommend the lower scale of Rs.350-700 for the post of the Quarter Master.



सत्यमेव जयते

### 34. COMMUNITY DEVELOPMENT DEPARTMENT

#### (a) Agricultural Production Commissioners' Office including Community Development

A separate department of Community Development was created in the year 1964 by bifurcating the Planning Department. The Community Development projects are largely conceived as areas of extensive development in which the various departmental agencies of the Government are to work together as a team on programmes planned and co-ordinated in advance and executed with the active participation of the people. The targets to be achieved are broken up region-wise, district-wise and block-wise on the basis of local potentialities. The applied nutrition programme, which was started in collaboration with the United Nations International Children's Emergency Fund is also a part of the Community Development programme. Apart from the Commissioner and Secretary for Agricultural Production and Rural Development, who is the Head of the Department, there are Joint Development Commissioners, Deputy Development Commissioners, Assistant Development Commissioners and other technical officers to assist him at the headquarters. At regional level, previously there were Zonal Joint/Deputy Development Commissioners and Assistant Accounts Officers and Accountants and ministerial and other ancillary staff, but these posts have, except the one for Kumaon region, been held in abeyance now and their functions are being carried out by the Regional Deputy Directors of Agriculture.

At the District level, the Additional District Magistrate (Planning), District Planning Officer, assisted by Additional District Planning Officers, in some districts, head the organization. At the Block level, the Block Development Officers, assisted by Assistant Development Officers of different development departments, run the organization. At village level, the Villave Level Worker, who is a multi-purpose worker, looks after the various development activities in villages under his charge. The Community Development Department also arranges training of the workers and consequently, there are numerous training centres in the State.

2. In reply to the questionnaire issued by us, the Commissioner, Agriculture Production and Rural Development, has stated that the scales of pay of the employees of his office should be at par with the ministerial employees in the Secretariat, as has been done in the cases of the offices of the Board of Revenue and the Public Service Commission. The scales of pay proposed by him for some important posts are as below :

Serial no.	Name of the post	Existing pay-scale	Proposed pay-scale
1	2	3	4
		Rs.	Rs.
1	Deputy Director (Women Welfare)	600—1,250	750—1,400
2	Assistant Director Women Welfare	300—900	400—1,000
3	Personal Assistant ..	350—550	515—715
4	Technical Assistant (Agriculture) and other posts in the same scale. ..	225—500	350—650
5	Assistant Development Commissioner (Training). ..	600—1,250	750—1,400
6	Assistant Accounts Officer (Head-quarter) and in Regions. ..	250—750	400—900
7	Superintendent ..	350—450	515—715
8	Assistant Superintendent ..	160—320	400—600
9	Upper Division Assistant and other posts in this scale. ..	140—280	300—520
10	Accountant, Reference Clerk and other posts in the same scale. ..	140—280	300—520
11	Junior Noter and Drafter and other similar posts. ..	120—220	200—400
12	Publication Officer ..	250—550	350—650

3. The demands made by the various Service Associations of this organization are summarised below :

(i) *Block Development Officers' Service Association*—The main demand of this Association is that they should be given parity with other Class II officers. Some of them who are in the selection grade are drawing pay in the scale of Rs.300–900. For such officers a higher selection grade of Rs.450–1,200 was proposed by the Association.

(ii) *Village Level Workers Association, U. P.*—The existing pay scale of the Village Level Workers is Rs.120–220. This is also the pay scale of other field workers in Group III viz., Supervisors in Agriculture, Cane and Co-operative Departments. The Association of the Village Level Workers has observed that unlike other village or block level workers, they are multi-purpose workers and they are required to implement the development programme of the different departments at village level. The Association has, therefore, demanded a higher pay scale than that of the other field workers of Group III in the existing scale of Rs.120–220.

In this connection, the Special Secretary, Community Development Department, in course of his oral evidence before us stated that the pay scales of Assistant Development Officers of different departments posted at development blocks should be uniform. He also stated that the Village Level Workers play an important role and their functions could not be entrusted to Lekhpals or other Village Level Workers. He, however, admitted that the nature of the work of Village Level Workers and Panchayat Secretaries was similar and if qualifications and training of Panchayat Secretaries was also made uniform, they could perform the duties of the Village Level Workers.

(iii) *The Ministerial Staff Association*—The Association has made the following demands :

(a) The pay scales of the headquarters staff should be brought at par with the employees of the Secretariat as it was prior to 1965.

(b) The pay scales of the employees at the district level should be kept at par with the Collectorate employees.

(c) While determining pay in the revised scales, one increment for two years of service rendered should be allowed.

(d) All allowances should be at the Central Government rates.

(e) The minimum pay of a ministerial employee should not be less than Rs.300 per month.

(f) The following pay scales were demanded :

	Rs.
(i) Junior Grade	300–600
(ii) Higher Grade	350–725
(iii) Supervisory Grade	400–875

4. We have also received a letter, dated October 10, 1972, from the Additional Commissioner and Special Secretary, Agricultural Production and Rural Development Department saying that the Block Development Officers have demanded that all of them should be given the scale of Rs.300–900. At present, Block Development Officers in ordinary grade are in the scale of Rs.225–500, while those in the selection grade are in the scale of Rs.300–900. He has suggested that the above demand appears reasonable and it needs consideration along with the demands received from other officers in the same pay scale.

5. Another demand made in this connection is that out of 678 Block Development Officers, 25 per cent may be given Class I scale of Rs.600–1,250. The Additional Commissioner in his letter quoted above has informed us that at present 57 posts (10 per cent) are in the selection grade of Rs.300–900 and those working in this grade are appointed in important blocks or as Additional District Planning Officers. It was suggested that while it would be desirable to give to the Block Development Officers a higher scale, it should be below the scale of Rs.600–1,250 which is presently admissible to District Planning

Officers. It has also been suggested that as the Additional District Planning Officers are in the scale of Rs.300-900, it would be proper to give the Block Development Officers a special pay of Rs.100.

6. As regards the other demand of the Block Development Officers that 20 per cent of Class I posts of Block Development Officers should be given the special grade in the scale of Rs.1,300-1,600, we are informed that there are at present 18 District Planning Officers, 10 Principals of the Extension Training Centres and one Assistant Development Commissioner (Training) in Class I scale of Rs.600-1,250. The Additional Commissioner and Additional Secretary, has informed us that Class I officers of this scale are working in other departments also, e.g. A. D. Ms. (P.) /DPOs. of the I.A.S. or the special Grade of the P. C. S. (Executive Branch). He has, therefore, supported the desirability of giving the scale of Rs.1,300-1,600 to all these officers.

7. We have taken into account the demands put forth by various service associations and the recommendations of the Commissioner and Secretary, Agricultural Production and Rural Development and have recommended suitable scales of pay for various categories of employees in the Agricultural Production Commissioners' office, and Community Development Department in Part II of the Report. The scale proposed by us are based on the general pattern of revision of existing scales of pay, except in the case of certain employees in the headquarters office of the Agricultural Production Commissioner who were drawing pay in the scales other than those approved by the Pay Rationalization Committee for such posts, as personal to them. Since these employees have virtually been denied the benefit of the revised pay-scales earlier we have allowed them slightly higher scales.

8. We have given due consideration to various demands and proposals made to us. We notice that the Block Development Officers in the scale of Rs.225-500 are already entitled to promotion to the scale of Rs.300-900 and Rs.600-1,250. We have revised the scales of pay of the Block Development Officers from Rs.225-500 to Rs.400-750. Similarly the scale of pay of Block Development Officers in the selection grade has been revised from Rs.300-900 to Rs.550-1,200. As regards the other officers who are in the scale of Rs.600-1,250, we have suggested a scale of Rs.800-1,450. We are unable to agree to the demand that all Block Development Officers should be allowed the Class II scale as a matter of course. Also, we do not find sufficient justification for the creation of pos's in the scale of pay of Rs.1,300-1,600 or its equivalent revised scale for the members of this Service, because the senior level posts of the Community Development Department are generally manned by the officers of the I.A.S. and those in the Special Grade of the U. P. Civil (Executive) service. Prior to revision of pay scales with effect from April 1, 1965, the scale of pay of Accountants in the Zonal offices and the District Pooled Planning offices was identical. After the revision of the pay scales in 1965 while a scale of Rs.150-260 was allowed to the Accountants in district offices, a lower scale of Rs.120-250 was allowed to the Accountants in zonal offices. We think that the Accountants in zonal offices should not be kept in a lower scale. A common scale of Rs.280-450 has accordingly been proposed by us for the Accountants both at zonal and district levels. The pay scales proposed by us will be found in Part II of the Report.

#### **(b) Rural Man-power and Minor Irrigation Department**

This Department deals mainly with private minor irrigation schemes, as distinct from the State major or minor irrigation works. From the year 1947 till 1952, this work was carried out under the over-all control of the Agriculture Department. In the year 1952, the work was entrusted to the Irrigation Department and was looked after by a Superintending Agricultural Engineer and an Agricultural Engineer at Kanpur. In 1955, all private minor irrigation schemes and procurement and transport of construction materials, were transferred to the Planning Department. The work was dealt with the Development Commissioner at his headquarters with the assistance of a Deputy Development Commissioner (Technical), of the rank of the Superintending Engineer drawn from the Irrigation Department. In 1964, the work was transferred to the Community Development Department and a separate department of Minor Irrigation with a Superintending Engineer as Head of the Department was created on October 8, 1946 under the over-all control of the Commissioner and Secretary, Agriculture Production and Rural Development.

The Superintending Engineer Minor Irrigation is assisted by 13 Executive Engineers, 54 Assistant Engineers, one Agriculture Officer, one Assistant Accounts Officer, 46 Senior Mechanical Inspectors, one Agronomical Assistant, one Foreman, 77 Mechanical Inspectors, 26 Overseers, one Junior Agronomical Assistant, 11 Draftsmen, 15 Mechanical Supervisors, 114 Mechanics, 1,003 Boring Mechanics, 1,118 Assistant Boring Mechanics and ancillary ministerial and other staff.

2. In reply to the questionnaire issued by us, the Superintending Engineer Minor Irrigation stated that the disparity ratio between the minimum and maximum emoluments should be 1 to 15 and that the minimum emoluments of a government servant should not be less than Rs.200. He also suggested that the number of pay-scales should be reduced from 52 to about 15 and that the pay-scales of the technical and scientific posts should be higher than those of non-technical posts. The following demands were made by the different service associations of this Department :

- (i) The status of the Superintending Engineer should be elevated to that of a major Head of Department and his pay-scale should be determined accordingly.
- (ii) The pay scale of Boring Mechanics and divers should be improved in view of the arduous nature of the duties.
- (iii) The pay scale of the office staff of the Minor Irrigation Department should be at par with those of the corresponding posts under other major Heads of Departments.
- (iv) The Accountants under the Minor Irrigation Department who are not duly qualified, should be allowed the same pay-scale which may be prescribed for the qualified Accountants.

3. The Special Secretary to Government in the Community Development Department made the following recommendations about the revision of the pay-scales of the staff under the Minor Irrigation Department :

(i) The scale of pay of Boring Mechanic should be brought at par with that of Village Level Worker in view of arduous nature of their duties and responsibilities.

(ii) The scale of pay of the Divers should be kept at par with that of Assistant Boring Mechanics in view of the arduous nature of their duties.

(iii) Overseers having a diploma in Civil Engineering may be allowed the same pay-scales which may be recommended by the Commission for the Overseers of the Public Works Department. The designations of the posts requiring such a diploma as an essential qualification in the Minor Irrigation Department are: Assistant Development Officer (Minor Irrigation), Mechanical Inspectors and Supervisors. Senior Mechanical Inspectors in the existing scale of Rs.200-450 may be allowed the same scale which may be recommended by the Commission for other posts of this category.

(iv) Officers of the Department who keep Government stores in their private residence may be allowed a godown allowance as may be allowed to this category of officials in the P. W. D. and Irrigation Department.

4. As regards the peculiar position of unqualified Accountants in this department, we are not aware of the circumstances in which unqualified persons have been employed. Perhaps Government may like to discontinue in future the engagement of such hands. In case they have to be employed in public interest, steps may be taken to enable them to acquire at the earliest opportunity, the prescribed qualifications and undergo such training as may be deemed necessary.

5. We have considered the various suggestions and recommendations, but we do not find any justification for either upgrading or downgrading the existing scales of pay of various categories of posts under the Minor Irrigation Department. Thus for various posts we have proposed revision according to the general pattern of scales of pay formulated by us. Our recommendations will be found in Part II of the Report.

## CHAPTER XIX

### METHOD OF FIXATION OF PAY IN THE NEW SCALES

With the revision of pay-scales in general, the question of fixation of pay of existing personnel in new scales of pay, assumes considerable importance. This question assumes further significance on account of our proposal for merger of the dearness allowance and the bulk of interim relief in the new pay-scales proposed by us.

2. Broadly speaking, the following formulae were considered or adopted in the past by different Pay Committees/Commissions for fixation of pay in the new scales of pay :

(i) Point to point fixation, recognising in full the service rendered in the existing scale of pay, as having been rendered in the proposed new scale,

(ii) grant of weightage to persons with long service by allowing one grade increment for every three years of service, calculated from the minimum of the new time-scale, subject to a maximum of three or four increments, or

(iii) fixation of pay at the next higher stage and then allowing proportionate weightage for persons with long service, in the nature of advance increments, calculated at the rate of one increment for service of a specified number of years, in a given time-scale, or

(iv) fixation of pay at the next higher stage after adding a certain percentage of existing pay, as recommended by the Third Pay Commission of Bihar or adding specific amounts, as recommended by the First Central Pay Commission ; or

(v) fixation of pay at the stage of next increment.

3. After considering all the pros and cons of the matter, we recommend the following method of pay fixation :

#### (1) *Determination of present emoluments*

The "present emoluments" of an employee on the date from which he comes over to the new scale of pay, should be determined by adding up :

(a) Pay in the existing time scale of pay, including selection grade or fixed rate of pay, as the case may be, on the date of option,

(b) special pay granted under F. R. 9 (21), excluding non-practising pay,

(c) *ad hoc* pay in the nature of pay under F. R. 9 (21).

(d) personal pay where it is not at present subject to absorption in future increments in pay, i.e. where it is not to be reduced under existing orders,

(e) dearness allowance as admissible at present, and

(f) interim relief as detailed below :

Pay Range			Amount of Interim Relief to be absorbed.	
Below Rs.85	...	...	...	15
Rs.85 to Rs.209	...	...	...	25
3. Rs.210 to Rs.499	...	...	...	30
4. Rs.500 to Rs.1,250	...	...	...	45
				(with suitable marginal adjustments)

(2) Once having determined the "present emoluments", pay in the revised scale in the original or substantive post will, in all cases, be fixed as follows :

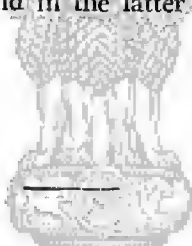
(a) For every three years of service one advance increment over the minimum of the revised scale, should be allowed subject to a maximum of five advance increments. Fraction of service, where (b) below is not applicable, amounting to 18 months or more will count for an increment in the above calculation ;

(b) For every additional five years of service, one more advance increment, should be allowed subject to a maximum of two such additional advance increments. Fraction of service amounting to 30 months and above, would in this case, count for one increment in the said calculation;

Provided that in no case will more than seven increments be granted, and the initial pay so fixed under (a) and (b) above shall not be less than the next higher stage above the "present emoluments".

4. The initial pay in the officiating post will also be fixed in accordance with the principles mentioned above but for purposes of calculating advance increments, only the length of service in the officiating post should be counted. In case the initial pay in the new scale of a higher post in which a government servant may be officiating, fixed in the manner indicated above, is equal to or less than the initial pay fixed in the new scale of the lower post, the initial pay in the higher post shall be re-fixed at a stage next above the initial pay in the new scale of the lower post.

5. Every one will have the option to choose the new scale either from the date of enforcement or from the date of next increment whichever he considers is beneficial to him. It is, further, recommended that where the maximum of the new scale is equal to or less than the "present emoluments", the maximum of the scale should be allowed and in the latter case, the difference should be made good as personal pay.



सत्यमेव जयते

## CHAPTER XX

### FINANCIAL IMPLICATIONS OF OUR RECOMMENDATIONS AND ALLIED MATTERS

#### *Financial Implications*

It is difficult to workout the exact financial implications of the new pay-scales and other allowances recommended by us particularly in the absence of all the relevant details. Accurate estimates would require exact figures of distribution of the employees in different pay scales according to the stages of pay. Such data are not available, nor is it possible to collect the same in view of the fact that the employees are distributed over a large number of establishments. At best we could collect information of the number of posts according to the existing scales of pay, but the number of posts as gathered would not necessarily correspond to the actual number of employees in position now or at any particular time. However, assuming the two figures to be broadly of the same order, we made an attempt to calculate approximately the additional annual cost due to revision of scales of pay and allowances which were within our purview. It may be clarified here that revision of the existing pay scales of teaching staff of aided post Graduate and Degree Colleges and Universities, is to be made in the light of the recommendations of the University Grants Commission. Thus financial implications of our recommendation, as worked out below, leave out of account the above category of employees.

2. The average additional cost for revision of pay-scales and dearness allowance in a full year, so estimated, is likely to be of the following order :

Category of employees	Additional cost (Rupees in crores)		
	Revision of pay scales	Dearness allowance	Total
1. State Government	26.57	11.40	37.97
2. Local Bodies ..	6.90	1.87	8.77
3. Educational Institutions	15.96	7.68	23.64
Total Cost	49.43	20.95	70.38
		Or say Rs. 70 crores	

3. While working out the financial impact of about Rs.49.43 crores due to introduction of the new scales of pay, we estimated the average emoluments of an employee in the existing and in the corresponding revised scale after working out the total emoluments at the minimum and maximum of the scale. In the case of the existing scales, the emoluments at the minimum and maximum of the scales have been calculated by taking into account the pay, dearness allowance and interim relief sanctioned, with effect from April 1, 1971 and March 1, 1972 whereas, for the proposed revised scales, the minimum and maximum of the scales have been taken as the emoluments. The difference between the average emoluments in the existing scale and the revised scale has been multiplied by the corresponding number of employees in the existing scale so as to arrive at the additional cost due to revision of pay-scales. We have proposed in some cases selection grades and an up-grading of the scales to a level beyond the scales normally considered for others in corresponding present scales. The financial implications of such cases have been ignored, as the effect will be insignificant in comparison to the total cost magnitude. It may be mentioned here that the average additional cost burden as indicated above due to revision of pay-scales is estimated to materialize in the long run.

4. Since the revised pay structure has been fabricated at the price level of the agricultural year 1970-71, the interim reliefs sanctioned with effect from October 1, 1971 and August 1, 1972, which have not been considered in the fabrication of pay-scales, with marginal adjustments, have been proposed by us as the dearness allowance to be paid to the employees and the cost of dearness allowance has been estimated accordingly.



5. It has not been possible for us to make any estimate of financial implications on account of fixation of initial pay in the revised scales as the formula of pay fixation proposed by us requires information regarding the number of employees at various pay stages which is not available, and for the same reasons we are not in a position to offer any estimate of the additional cost due to our recommendations in regard to other allowances such as city compensatory allowance, special pay, compensatory allowance to overseers, etc. We consider it advisable not to attempt an estimate of cost in respect of these, as without reliable relevant data such an estimate would be little better than a wild guess.

*Proposals as to implementation of our recommendations*

Inasmuch as the last instalment of our interim relief was granted from August 1, 1972, we suggest that our recommendations may be enforced from this date viz. August 1, 1972.

While making the above recommendation, we are aware that implementation of our recommendations with retrospective effect will mean payment of heavy arrears to the employees in very many cases. Since the number of government servants, employees of local bodies and employees of educational institutions to be benefited from our recommendations would be very large, say about 10 lakhs, it may be difficult to raise the necessary resources immediately for making payment of arrears along with current dues at the higher rates which would have to be paid on account of the acceptance of our recommendations. Payment of accumulated arrears to about one million employees in the State simultaneously may add to the intensity of inflationary tendencies and seriously disturb the price equilibrium. We, therefore, recommend that while higher emoluments in the revised scales may be paid in cash to all employees with effect from the date of issue of Government Resolution on our recommendations, the arrears payable with effect from August 1, 1972, or any different date of option as the case may be, till the date of issue of Government Resolution, may be credited to the Provident Fund Accounts of the employees concerned. In case of employees who do not subscribe to any Provident Fund, the amount of arrears due to them may be paid in the form of National Savings Certificates.



सत्यमेव जयते

CHAPTER XXI  
ADDITIONAL RESOURCES FOR IMPLEMENTING THE RECOMMENDATIONS OF U. P.  
PAY COMMISSION

The terms of reference as laid down in Government notification no. G-1-1433/X-207-1971, dated July 5, 1971, required us, among other things, to make recommendations about the steps which should be taken by the Government, Local Bodies and aided Educational and Technical Institutions, for meeting additional expenditure involved on account of the revision of pay scales, etc of their employees having due regard to the availability of existing resources and commitments made for raising the additional resources for implementation of the Fourth Five-Year Plan.

2. The State resources are raised through taxes supplemented by non-tax revenue. Levying of taxes and their realisation is an important duty of a government as it serves as a where-withal for meeting the expenditure of the government. No doubt the performance of this duty is unpleasant and fraught with various kinds of risks, particularly in a democratic system of government, where it has ultimately to depend on the votes of the tax-payer for its very existence. Before a particular measure of taxation can be adopted, various political, economic and law and order aspects have to be taken into consideration. Besides, the vast machinery which can suitably suggest levying of particular types of taxes or about the method of their realisation and changes or remissions in existing tax structure is at the disposal of the State Government but the Pay Commission temporarily set up with a skeleton staff for revising and fabricating suitable pay scales for the government and its ancillary services, can neither do full justice in surveying the entire field of administration and making useful and practical recommendations for additional taxation or suggesting other resource raising devices in such a short period as is at our disposal, nor it was expected from us.

3. In considering the question of raising resources for meeting the liability of payment of enhanced salaries to the government employees and the employees of other allied services, it has to be kept in view that—

(a) there is no specific head of the income of government out of which salaries are paid to the employees or aid is given to other bodies in order to enable them to meet the liability of payment of salaries to their employees ; and

(b) in the process of implementation of various plan schemes for which resources have necessarily to be raised, the salary of the employees forms an important item of expenditure. This is unavoidable if Plan is to be implemented. However, to the extent that salaries are raised, the expenditure on materials would be reduced.

Keeping the above aspects in view, the provision for suggesting resources for payment of enhanced emoluments to the employees in terms of our reference becomes in a sense, a general directive for indicating additional resources for the State as a whole, in order that it may be in a position to pay suitable and equitable salaries to its employees out of the resources for implementation of its Plan of which these salaries are an inescapable item. We have, therefore, thought over the matter and indicate hereafter certain suggestions under this head which are by no means exhaustive, for the consideration of the government. The proposals, therefore, which are made in this chapter for raising new resources, must be considered keeping in mind the above mentioned limitations.

4. We find that during the last few years, the economy of the State has started picking-up. The *per capita* income of the State at constant prices of 1960-61 was almost stationary up to 1965-66 at Rs.245 but it improved to Rs.265 in 1969-70 and to Rs.272 in 1970-71. At current prices, the *per capita* income of the State has improved from Rs.364 in 1965-66 to Rs.515 in 1969-70 and according to quick estimates it is reported to be over Rs.504 in 1970-71. It is satisfying to note that whereas up to 1968-69, the *per capita* income of Uttar Pradesh at constant prices increased much more than that of the country as a whole and during the first two years of the Fourth Plan the growth rate of *per capita* income in Uttar Pradesh has been 3.1 per cent as against 2.6 per cent for the country as a whole. There is also a spurt under the Fourth Plan in the industrial income of the State which is estimated to have increased during its first two years by 7 to 8 per cent. All this indicates that the economy

of the State under the Fourth Plan has received a new impetus, as domestic income of the State during the first two years of the Fourth Plan increased at the recorded rates.

5. Analysing the financial resources of the State Government, we find that in the current financial year (1972-73), the Plan outlay is of the order of Rs.225 crores, out of which Rs.209 crores is expected to be financed out of the State's own resources, and Central assistance, leaving a gap of Rs.16 crores to be carried over next year. The Plan outlay for the year 1973-74 would be higher as compared to that of 1972-73 but without any proportionate increase in the resources. The position of estimated financial resources for 1973-74 is given below :

		(Rupees in crores)	
Item		1973-74	
I—Plan Outlay	.. .. .	..	261.96
II—State's Budgetary Resources—			
1. Balance from current revenues at 1968-69, rates of taxation.		(—)	20.05
2. Contribution of public enterprises :			
(a) State Electricity Board	.. .. .	..	1.30
(b) Road Transport Corporation	.. .. .	(—)	0.33
3. Loans from public (Net)	.. .. .	..	17.47
4. Share in small savings	.. .. .	..	25.00
5. Unfunded debt	.. .. .	..	12.10
6. Miscellaneous capital receipts (Net)	.. .. .	..	8.37
Total, II		..	43.86
III—Additional resources mobilisation	.. .. .	..	40.11
IV—State's share in Central additional taxation	.. .. .	..	8.00
V—Negotiated loans and State enterprises market borrowings (Gross)—			
1. State Government :			
(a) Loans from L. I. C.	.. .. .	..	1.50
(b) Loans from R. B. I.	.. .. .	..	3.00
2. State enterprises—			
(a) Loans from L. I. C.	.. .. .	..	6.00
(b) Market borrowings	.. .. .	..	7.57
Total, V		..	18.07
VI—State's total resources	.. .. .	..	110.04
VII—Central Assistance	.. .. .	..	121.05
Total, resources for the Plan		..	231.09

This indicates that the proposed plan outlay for 1973-74 is of the order of Rs.262 crores, as against total resources of the plan at about Rs.231 crores, leaving a gap in resources of Rs.31 crores, which is mainly due to the inclusion of the expenditure of pay and allowances likely to be incurred on account of our recommendations in respect of interim relief, revision of pay-scales and other allowances etc. Thus the total gap between the outlay proposed for the last two years of the Fourth Plan and the resources available to finance it, is estimated at Rs.47 crores.

In this connection a word may be said about the present ways and means position of the State Government also. The current financial year opened with an over-draft of Rs.25.75 crores from the Reserve Bank of India. The State Government are pressing for a special accommodation from the Centre for the clearance of this overdraft. If this assistance which at the most will be equal to three-fourth of the overdraft becomes available, the impact of last year's overdraft on the budget for the current financial year would be of Rs.6.44 crores only. Other transactions of the year would give a net deficit of Rs.18.48 crores—resulting in a total gap of about Rs.25 crores in the ways and means position for the year.

6. During the Fourth Five-Year Plan period the State was expected to raise additional resources of Rs.175 crores. The year-wise estimates of income which is likely to accrue from the steps taken so far from 1969-70 to 1972-73, are given below :

					Rs. in crores.
1969-70	...	...	...	...	64.74
1970-71	...	...	...	...	30.51
1971-72	...	...	...	...	16.10
1972-73	...	...	...	...	22.51
Total					133.86

(After deduction of surcharge on account of Bangla Desh amounting to Rs.5.32 crores, the remaining amount would be Rs.128.54 crores.)

The Finance Department has also informed us that the above estimates do not include the estimates of additional resources raised by the State Electricity Board and the U. P. State Road Transport Corporation. As a result of steps taken by the State Electricity Board and State Road Transport Corporation, the additional resource mobilisation by those institutions would be Rs.20.90 crores and Rs.2.78 crores respectively. Thus the total additional resources during the Fourth Five-Year Plan period would amount to Rs.152.22 crores which would be short of the original target by about Rs.23 crores. However, the State Government have also abandoned several sources of raising resources, such as abolition of land revenue on holdings, abolition of professions tax and sales tax on chemical fertilisers etc. As a result of abolition of these taxes, resources totalling Rs.58.51 crores have been given up by the State. Thus the net additional resources mobilisation during the Fourth Five-Year Plan amounts to Rs.93.71 crores.

7. The Finance Department of the State Government also have informed us that the State Government have already made every possible effort to raise additional resources and the old sources of raising resources are not expected to yield any substantial revenue to the government. According to them the taxes whose incidence falls on the lower middle and middle classes, such as Entertainment Tax, Electricity duty, etc. are not likely to yield any further income. The State Government by imposing development levy on land, have taken a new step in this direction in the country and thus, any sizeable increase in the tax on agriculture, is also not expected.

8. The irrigation rates and the electricity tariff in Uttar Pradesh compares very favourably with that of other States. In fact in many cases these rates are the highest in the country. Thus any substantial increase in these rates may not be conducive to faster rate of growth in the agricultural and industrial sectors.

9. The Finance Department have further informed us that in the forecast of non-development expenditure for the period from 1974-75 to 1978-79, the Sixth Finance Commission would take into account the expenditure worked out on the basis of pay-scales and other allowances which were in force as on January 1, 1972 and the orders whereof had been issued and implemented on that date, with the result that the Finance Commission in their recommendation in regard to financial transfers, will not take into account the additional expenditure on account of the interim relief sanctioned by the State Government after the said date and also the pay-scales, dearness allowance, etc. which may be sanctioned in future on the basis of our recommendations. While the State Government have been urging that this additional expenditure should also be taken into account, the possibility of its being ignored cannot altogether be discounted. In that case, the resource position of the State would be very adversely affected.

10. While recognising the difficulties of the Government, we feel that they should continue their efforts to mobilize larger resources to meet the additional burden on account of the needs of development and also our recommendations. In this context, we suggest that the government should consider the feasibility of taking the following steps :

(i) Several of the important recommendations of the Taxation Enquiry Committee, 1968-69, still remain to be implemented. These may be examined and implemented, wherever feasible with speed. We are giving a summary of the important recommendations in an Annexure to this Section. These should be fully re-examined in order to mobilise larger resources.

(ii) The Raj Committee appointed by the Government of India for Agricultural Taxation has identified certain pertinent measures for taxation of agricultural income. In our State, 58 per cent of the total State income is still generated from the agriculture sector. A more concerted effort should be made to mobilise larger resources from this sector than has been done so far.

(iii) Balance from current revenues has declined inspite of additional mobilisation of resources on account of increased non-Plan outlays. It would be appropriate to exercise utmost economy in such outlays so that resources for the implementation of the Plan may be mobilised to the fullest extent.

(iv) Institutional finance except during the last two years had contributed little to the resources of the Plan Development of the State. There is considerable scope for substantial institutional finance and we hope that all possible steps would be taken to mobilise this resource.

(v) A nominal charge of 10 paise for registration of patients in government hospitals and dispensaries was levied in 1965, but it was not made compulsory and there is a lot of leakage in the realisation of this fee. The annual present income from this source ranges from Rs.10 lakhs to Rs.13 lakhs. As per figures available from the Director of Medical and Health Services, about 277 lakhs patients were treated in hospitals and dispensaries in 1970. Normally, the proceeds from this source during 1970 should have been about Rs.25 lakhs, but they have been reported as Rs.10 lakh only. Besides the above, it may also be considered whether it would be in the public interest to raise this nominal charge of 10 paise to 20 paise for out-door patients and Re.1 for the indoor patients.

(vi) At present markets for the purchase and sale of cattle are held in villages, towns and fairs all over the State. Apart from the suggestion of nationalization of cattle fairs (which may or may not be acceptable to government owing to its legal and other implications) it would be desirable to levy a certain tax on every sale and purchase of cattle through authenticated receipt on the prescribed printed forms. Printed receipt books should be made available on payment freely from the Collectorate's forms room as well as from the stamp vendors. The Superintendent, Printing and Stationery should be asked to print these receipt books in sufficient quantity and the same should be supplied to district officers freely on demand. Each receipt for the sale and purchase of cattle should bear a Government sales/purchase stamp before it can be treated as genuine.

Sale and purchase of cattle at private *melas* and fairs should be stopped unless the receipts are issued on proper printed forms and the receipts bear sales/purchase stamp of the requisite value as mentioned above. This measure will also augment the revenues of Zila Parishads and other local bodies.

(vii) Besides resorting to additional taxation measures, it is felt that an earnest effort should be made :

- (a) to recover the arrears of government taxes and other government dues speedily ;
- (b) to evolve an effective system of grants and loans and also hire of government machinery, property, personnel etc., so that there may be no bad and doubtful debts in future ; and
- (c) to control and curtail wasteful and unproductive expenditure.

11. We have also been asked to suggest the steps to be taken by local bodies and educational institutions to meet the additional expenditure involved on account of the revision of the pay-scales. Apart from emphasising the necessity of the exercise of the utmost economy by these bodies and institutions, we would suggest that the State Government should place at their disposal adequate grants to meet the additional expenditure involved on account of our recommendations. Besides, the "U. P. Taxation Enquiry Committee, 1968-69" recommended a large number of means for the local bodies for raising their financial resources, which also need to be implemented by them.

12. Leakage in various types of taxes by local bodies is a well known fact. It requires serious thought to devise methods by which taxes like octroi, toll-tax, house and water tax etc. may be fully realised. The economy of local bodies can appreciably improve if there is improvement in realisation of their legitimate taxes.

## ANNEXURE

### SUMMARY OF IMPORTANT RECOMMENDATIONS OF THE UTTAR PRADESH TAXATION ENQUIRY COMMITTEE 1968-69 RELATING TO THE AUGMENTATION OF STATE RESOURCES

#### Land Revenue

1. Since there has been a net increase in income in the agriculture sector and the incidence of tax on agricultural income has considerably decreased, the Committee recommended that a surcharge on land revenue expressed as a percentage of the existing land revenue be imposed on land-holders, whose holding is 5 acres and above on a graduated slab system, so as to introduce the element of progressions, and on the basis of different percentages for *bhumidhars* and *sirdars* so as to ensure that the additional tax burden is equal, and leaving out for the purposes of surcharge land holdings owning holdings below 5 acres. The percentage of surcharge thus recommended are as follows :

Serial no.	Size of household ownership Holding class (acres)	Sirdars	Bhumidhars
1	2	3	4
		per cent	per cent
1	Below 5 .. ..	Nil	Nil
2	5 but below 10 .. ..	25	50
3	10 but below 20 .. ..	50	100
4	20 but below 30 .. ..	75	150
5	30 and above .. ..	100	200

This is expected to yield Rs.8.29 crores a year.

#### Registration, Stamps and Court Fees

1. In order to improve the industrial climate in the State, the Committee recommended that the rates of registration fee and stamp duty on mortgages executed by industrialists in favour of Government of financial institutions, for obtaining loans for industrial development, may be reduced by 50 per cent. This concession will not apply to mortgages in general.

2. In order to avoid under-valuation, the law may be amended as has been done in Tamil Nadu and the stamp duty on land, buildings etc. should be charged on the market value and not on "consideration" set forth in the deed. Some kind of exemptions may be given for transfer of land or buildings to charitable or educational institutions and also to near relatives.

#### Excise

1. The rates of duty on country spirit may be increased by about 10 per cent. This measure is expected to yield Rs.80 lakhs annually.

2. As in Punjab, licence fee of retail "off" shops of foreign liquor may be decided by auction.

3. The rate of duty on Indian made foreign liquors may be raised from Rs. 18 to Rs.21 per L.P. litre. This measure is expected to yield over Rs.40 lakhs annually.

#### Purchase Tax on Sugarcane

With a view to having a quicker and a simpler method for collection of purchase tax on sugarcane, the Committee suggested that like excise duty, this tax should be collected at the time of dispatch of sugar bags by the factory.

### Sales Tax

The Committee recommended that plain glass bangles and ornamented bangles should both be subjected to single-point sales tax separately at the rate of 5 per cent, so that the bigger dealers manufacturing and ornamenting their own bangles do not bear lesser liability of tax by paying it only at the rate of 3 per cent as compared to those who sell plain bangles and pay 7 per cent of tax.

2. While the ornaments and jewellery may be taxed at 3 per cent single-point, the precious stones may be taxed at 6 per cent single-point.

3. With a view to increasing business within the State and thereby to increase revenue from sales tax, the Committee recommended that Government departments, State Electricity Board and Public Sector Undertakings may be allowed to purchase goods within the State on payment of sales tax at 3 per cent if the rates of tax on the goods purchased is higher.

4. The rates of sales tax on several commodities like carpets, sweets, bhang, ganja, scents and perfumes, coffee, medicines etc. should be raised.

5. The general rate of sales tax should be increased from 2 per cent multiple point to 3 per cent multiple-point.

6. The exemption from sales tax in respect of certain articles such as bones, chemical fertilizers, handloom silk, sales of goods to military canteen, paddy etc. should be withdrawn.

### Taxes on Motor Transport and Sales Tax on Motor Spirits

1. The rate of motor vehicle tax applicable to (a) Scooters and motor-cycles, and (b) private cars, may be increased by 25 per cent and 50 per cent respectively. This measure is expected to yield about Rs.9 lakhs annually.

2. The rates of motor vehicle tax on taxi cabs may be raised from Rs.120 to Rs.180, from Rs.196 to 275 and from Rs.300 to Rs.350 on the different slabs in the rate schedule. No distinction should be introduced in the rate applicable to regional and all U. P. taxi cabs. The proposed increase is expected to yield about Rs.1 lakh annually.

3. The rates of Motor Vehicles Tax on Stage carriages may be raised by 50 per cent immediately. Government may later further increase the rates to bring them nearer other States. This measure is expected to yield about Rs.1 crore annually.

4. The pay load of goods vehicles may be increased from 74.65 quintals (200 mds.) to 102 quintals (275 mds.). This step is expected to yield annually about Rs.95 lakhs under 'motor vehicle tax' and about Rs.70 lakhs under 'goods tax' at the present rates of taxation.

5. The rates of motor vehicle on private carriers may be raised to the level of public carriers. This measure is expected to yield about Rs.3 lakhs annually.

6. The rate of sales tax on petrol may be raised from 9 to 10 paise per litre. This is expected to yield about Rs.12 lakhs annually.

### Entertainment Tax

The revenue from this source can be increased further if encouragement is provided for the construction of more permanent cinema houses particularly in the rural areas where touring cinemas operate.

### State Irrigation

1. As the water rates are inadequate even to cover the working expenses of tube-wells, it is recommended that in the case of those opting for two part tariff, the fixed charge should be increased from Rs.20 to Rs.25 per acre and the quantity of water reduced from 24,000 gallons per rupee to 18,000 gallons per rupee. In case of those not opting for a fixed charge, the supply of water should be reduced from 12,000 gallons per rupee to 9,000 gallons per rupee. This measure is expected to reduce the annual loss on State tube-wells from Rs.6.23 crores to 2.23 crores.

2. It is recommended that the following rates be adopted for Schedules I and II in place of the existing rates :

	Schedule I		Schedule II	
	Existing Rates	Proposed Rates	Existing Rates	Proposed Rates
	Rs.	Rs.	Rs.	Rs.
1. Sugarcane .. ..	40	48	20	24
2. Rice (excluding broadcast rice on Doon canals vegetables, gardens per fasal, waternuts, paddy)	14	16	10	12
3. Broadcast rice on Doon Canals	7	8	..	..
4. Tobacco .. ..	16	20	12	15
5. Tea orchards and Garden in Doon Canals ..	15	15	..	..
6. Wheat, Barley and crops mixed with wheat or barley ..	12	15	10	12
7. Cotton .. ..	4.50	4.50	3	3
8. Fodder crops ..	3	3	2	2
9. Green Manure ..	2	2	2	2
10. Other rabi Crops ..	9	11	5	6
11. Other Kharif crops ..	7	8	5	5

This measure is expected to reduce the loss on canals including interest on work in progress from Rs.3.74 crores to about Rs.1.74 crores.

3. The Government should undertake legislation to provide for a betterment levy under new irrigation projects. The recovery of betterment levy should spread over a period of years. The number of annual instalments in the case of a tube-well should not exceed 20. In case of canals, it may spread over a longer period. The levy may normally commence two full years after irrigation under the project has commenced.

#### Forest

1. At present the extraction of timber is done through contractors. There is a view that departmental extraction of timber would be more advantageous than the present system. For this purpose, a pilot project may be started and its results watched before any final decision is taken in this matter.

2. It has been estimated that there is 18 lakh hectares of eroded land, 12 lakh hectares of badly gullied and waste land and 9 lakh hectares of saline land in the State. Efforts should be made to afforest these lands.

#### State Transport

1. The operational efficiency of Uttar Pradesh Government Roadways should be improved in terms of the average distance covered by the buses during a year as it is lower than Kerala, Maharashtra and Punjab.

2. The cost of personnel and expenditure on overheads should be reduced.

3. The distinction between lower class and upper class in buses should be abolished.

4. The question of converting the Uttar Pradesh Roadways into a Corporation should be examined by the Government.

#### Public Undertakings

1. There should be greater control over inventories in the Churk Cement Factory.

2. Various measures should be taken to run these enterprises on commercial lines and powers particularly relating to the financial matters must rest with the Manager or Director on the spot.



### **Electricity Board and Electricity Duty**

1. It is estimated that the Electricity Board is incurring an annual loss of Rs.350 per tube-well for supplying power to private tube-wells. This loss should be made up by a suitable increase in the tariff rate for private tube-well.
2. The engineers in the Board should be made load-development oriented so that revenues increase in their area.

### **Local Finance**

1. Property tax should be made compulsory for Municipal Boards as in the case of Corporations and a minimum rate of 10 per cent should be prescribed. Maximum limit in respect of the rate of this tax laid down for Corporation should be removed.
2. The Government of India should be moved to pay property tax on its buildings at the same rate as private individuals.
3. Exemption in respect of those properties of the State Government which enjoy them should be withdrawn.
4. The system of valuable recommendation in respect of estate duty and registration fees should also be adopted with suitable modifications for valuation of properties for assessment of property tax.
5. House allotted under the Rent Control Act and at concessional rent should be assessed to property tax on their fair rental value and the land lords should be permitted to charge the excess tax from the tenants.
6. Properties used for commercial and industrial purposes should be taxed at a higher rate than residential houses.
7. The system of a consolidation tax should be commended to the local bodies but discretion should be left to them in the matter of adoption of this system.
8. A tax should be levied on vacant lands in urban areas on the basis of their capital value at the rate of 4 per cent of market value in case of KAVAL towns and 2.5 per cent in case of other municipal areas. A period of 2 years from the date of acquisition of land should be the grace period during which the tax should not be imposed. An element of progression might be introduced in the rates of tax depending on the period for which the land is kept vacant.
9. Taxes on professions, trades, callings and employments should be left as a source of revenue to local bodies and the government should withdraw from this field of taxation.
10. A surcharge on stamp duty at the rate of 2 per cent of the value of the property in the case of transfer of immovable property and 2 per cent on the amount secured in the case of used fructuary mortgage should be made obligatory in all urban areas.
11. In areas to which the Housing and Developing Board Act has not been extended, the entire proceeds of the stamp duty should be paid to the local bodies concerned ; whereas in cities and towns to which this Act has been extended, only 1 per cent should be earmarked for the Housing and Development Board, the balance being left to the local bodies concerned. This transfer of 1 per cent to the Board should be effected only after the Board has commenced any development work in that area.
12. The rate of theatre tax should be raised from Rs.5.00 to Rs.10.00 per show in the case of Grade I cinemas and from Rs.3.00 to Rs.5.00 in the case of Grade II cinemas.
13. The Government should point out to corporation not levying a tax on advertisements and all the bigger municipalities the possibility the tax on advertisements affords for augmenting their income.
14. The tax on vehicle other than mechanically propelled and animals should be made compulsory for other local bodies also as in the case of corporation, the rates being left to be determined by the local bodies.

15. A rebate of 10 per cent for timely payment and penalty of 10 per cent for delayed payment should be provided for reducing the apathy of people in regard to payment of tax.

16. Abandonment fee may be realised at a rate of 25 per cent of the increase in the value of the property on account of development and betterment.

17. Composition fee for municipal offences should be reasonably enhanced.

18. Some charges may be realised from patients receiving treatment in municipal dispensaries.

19. A surcharge should be levied on stamp duty in respect of deeds of transfer of immovable property executed in rural areas at the rate of 2 per cent of the value of the property on which stamp duty is payable.

20. A tax of Rs.2.00 per head of cattle should be charged on the sale of cattle. In place of a flat rate, a different pattern could also be evolved.

21. An additional tax should be levied on all land growing commercial crops at the rate of Rs.2 to Rs.5 per acre per annum, and the proceeds of this tax should be used to supplement the resources to local bodies in rural areas for education.

22. Taxes on professions, trades, callings and employments and a house-tax based on the capital value should be levied by gaon panchayats. The minimum and maximum rates of the house-tax may be as follows :

	<i>Minimum</i>	<i>Maximum</i>
(a) On a house of capital value not exceeding Rs. 250.	25 paise	1.00
(b) On a house of capital value ranging from Rs. 251 to Rs. 500	50 paise	2.00
(c) On a house of capital value ranging from Rs. 501 to Rs. 1,000	Re. 1	5.00
(d) On a house of capital value of over Rs. 1,000		

For every increase of Rs. 500 or part thereof the increase in the minimum rate to be 50 paise and the maximum rate of Rs. 2.50.

23. Donations and contributions should be developed as an important source of finance for gaon panchayats.

24. An attempt should be made gradually to withdraw the grant for meeting the cost of dearness allowance to the employees of local bodies as the resources of local bodies increase.

#### **Fees in Educational Institutions**

1. The position be rationalized in respect of the structure and incidence of fees in junior high schools maintained by different types of managements.

2. The position may also be rationalized in case of fees in Classes VII and VIII in junior high school vis-a-vis the fees in these classes in higher secondary schools.

3. The privilege of charging higher fees enjoyed by special institutions (run by linguistic minorities), should be extended to some other institutions also who may be able to come up to a specific standard with the proviso that 20 per cent free placements in these institutions be reserved for poor and meritorious children.

4. Fees charged for specific services such as examination fee may be increased so as to provide for the increase in cost of services. No increases in examination fee is called for in case of examination conducted by the Board of High School and Intermediate Education as they more than recover it at present rates.

## CHAPTER XXII

### A word about Pensioners

A large number of fringe benefits which Pay Commissions are commonly expected to take into consideration and fabricate pay scales keeping them in view, have been kept outside the purview of the present Commission. As an illustration, these are medical relief, house-rent allowance, education allowance for children, etc. One very important fringe benefit, which is not in our purview, is the revision of pensionary benefits to those employees whose salaries we are supposed to re-assess. Since the time the present Commission was constituted, we have been receiving a large number of demands from government pensioners requesting re-consideration of their pensionary benefits in the light of rising cost of living. We invariably felt that there was considerable justice and legitimacy in their demand, but we were helpless in the matter and consequently refused to consider the same.

2. It would be obvious to any fair-minded person that if an employee in active service deserves to have compensation for erosion in his monthly salary on account of rise in cost of living, a pensioner, who has to live on a fixed amount of pension received by him from the Government, ought to be equally protected. Pensioners in the normal course deserve at least to be given as much dearness allowance as is paid to the employees in active service who are getting the same amount in the form of salary. But this is a matter entirely for independent consideration of the Government inasmuch as it is no part of term of reference to the Pay Commission, and thus is not a part of our main proposals.

3. Another important fringe benefit is the grant of medical relief. The government employees, who retire from service do not remain entitled to any such relief. We feel that medical relief is very much needed by the retired government servants in their old age. Their income dwindles and the stress and strain of service tell upon them. Although this matter is not directly in our purview, we may be permitted to suggest for the consideration of the Government that retired government servants may be allowed suitable medical facilities, more or less on the scale admissible to the government servants in active service.

4. The main object of our above recommendations is to request the Government to give sympathetic consideration to the cause of a very large number of government and other ex-employees who have to subsist merely on their "pensions," which were determined at a time when the prices were low and the life was not so expensive.

It is true that pensionary benefits in future for employees, whose dearness allowance will become part of their salary, will improve, but this will not affect in the least such employees who are already on retired list and are getting a fixed amount of pension. Such employees deserve sympathetic consideration.

## ACKNOWLEDGEMENT

Nearing the end of the gigantic task entrusted to us, we wish to acknowledge with gratitude the very valuable response graciously extended to us by the Third Central Pay Commission and the State Governments of Punjab, Haryana, Rajasthan, Gujarat, Maharashtra, Andhra Pradesh, Tamil Nadu, Mysore, Kerala, Madhya Pradesh, Orissa, Bihar, West Bengal, Assam, Nagaland and Jammu and Kashmir in furnishing diverse pieces of information, papers and reports required by us.

We also thank the Secretaries to the State Government, Heads of Departments, Officers of the State Secretariat and field organisations and the various Service Associations, as also other officials and non-officials who helped us by furnishing all kinds of facts and figures needed by us, giving valuable suggestions, and in numerous other ways which contributed to the successful completion of our task. In particular, we would like to thank Sri Kailash Prakash, Sri Ram Naresh, Sri Maheshwar Pandey, Sri H. K. Awasthi, M. L. Cs. and Sri M. Lal, ex-Chief Secretary to the Government of Uttar Pradesh and Shri A. D. Pande, Chairman, Public Service Commission, who appeared before us and gave us the benefit of their advice and rich experience.

We wish also to place on record our sincere appreciation and gratitude for the devoted and unstinted assistance we have received from Sri H. K. Mehrotra, the Secretary of the Commission. He took great pains in collecting and shifting the mass of information needed for the formulation of our views and in giving shape to our recommendations. We would no less like to acknowledge the help and assistance rendered by Sri H. M. Mehrotra, Deputy Secretary, Sri V. N. Verma, Under Secretary, Sri Anand Swarup, Senior Research Officer, Sri A. P. Singh, Accounts Officer, Sri B. S. Garg, Private Secretary to Chairman and Sri R. C. Agarwal, Statistics Officer, besides every member of the staff of the Commission's office including the cyclostyle operator and the peons, who cheerfully bore the heavy burden of work throughout. Sri R. C. Misra, the Section Officer was particularly of great assistance in organising the office work and we must express our appreciation and gratitude to him.

MAKHAN LAL MISHRA  
12.1.1973

SYED ALI ZAHEER,  
*Chairman.*  
Lucknow.  
1-2-73

S. N. VERMA,  
12-1-1973

शान्ति प्रपन्न शर्मा,  
१२-१-७३

DEVENDRA SINGH, M.L.A.  
12.1.1973

Subject to observations appended herewith.

SULTAN ALAM KHAN, M.L.C.  
12-1-1973

माता प्रसाद, एम० एल० ए०,  
१५-१-७३

JAGDISH CHANDRA DIKSHIT,  
(Subject to my note)  
15-1-1973

Not received till 1-2-1973

Dr. BALJIT SINGH.  
18-1-1973.

कुछ विषयों पर मैं टिप्पणी दे रहा हूँ  
इसके अतिरिक्त सम्पूर्ण रिपोर्ट से  
सहमत हूँ।  
कन्हैया लाल बाल्मीकी,  
१९-१-७३

Dr. R. V. SINGH,  
(Subject to note appended)  
20-1-1973.

My signatures are subject to a few qualifications mentioned in my Minute of today's date and delivered to-day at the time of signing this Report.

J. D. SHUKLA.  
20-1-1973

Subject to my supplementary note including some points of dissent which I have handed over to the Secretary to-day.

A. G. MITRA.

23-1-1973

I became a member of the Commission on the sad demise of Sri Bharat Narain and was, therefore, able to attend relatively few meetings of the Commission. However, I generally agree with the main recommendations of the Commission.

S. V. S. JUNEJA.

25-1-1973

Subject to my observations handed over to the Secretary to-day.

Dr. GOPAL TRIPATHI.

25-1-1973

#### APPENDED NOTES

**Sri Sultan Alam Khan, M.L.C., Member, U. P. Pay Commission.**

*Dated 13th January, 1973*

I sign this report subject to following observations :

(1) To make the report practical and to meet financial implications of its recommendations it has been drafted with a careful eye on the resources of the State. No doubt, the class of people with fixed income particularly low-paid employees have extremely been hard-hit with high prices and shortage of necessities of life and as such deserve even greater relief.

(2) In search of resources which was one of the main item in our terms of reference, some measures have been suggested in the report. In this connection, I may point out that I reserve to myself the right to express my views within or outside Legislature on the nature of resources if and when called for. I strongly feel that burden of proposed taxation has mostly been borne by the agriculturists so far and it has now become the last straw on the camel's back.

(3) It is very necessary and desirable that search should seriously be made now for the resources other than agricultural. Ceiling laws, higher cost of fertilizer, increasingly higher rates of labour, irrigation, power and pesticides etc., have most adversely affected the economy of agricultural community which is nearing economic collapse. In spite of all this the farmers do not get adequate return for their products particularly wheat, sugarcane and potato crops. All this justify that they should not be loaded with additional burden of taxation.

(4) No doubt, resources will have to be found out to implement the recommendations without any delay. Industry and other items may now be explored for the purpose. Moreover for obvious reasons, we might possibly prefer to impose indirect taxes than to take resort to direct taxation. Tax on sale or purchase in cattle markets is a good suggestion. Bangla Desh Relief Fund has very successfully operated and is an example worth copying.

(5) Every possible effort may be made to cut down all un-productive expenditure and effect economy in Non-Plan and if I may say so also in Plan items, of course not at the cost of efficiency in administration. I believe there is sufficient scope in this field.

6. I also feel that increase in pay-scale, though under present circumstances inevitable, is not the permanent answer to the challenge of alarming rise in price-index. Only strict economy, war-footing production savings, vigorous price control and evolvement of effective machinery for fair distribution can meet this un-precedented challenge otherwise further and continuous inflation and repeated and frequent revision of emoluments will totally disturb the economy of the State and the complicated problem created in its turn will be difficult to be controlled. Human approach to this perplexed problem is very important.

(7) Government should also ensure that no class of service, high or low, may feel dissatisfied or let down with these recommendations.

(8) I am confident that the Government is fully alive to the situation and would deal with it in needful way expeditiously.

SULTAN ALAM KHAN,

M. L. C.

13-1-1973

MEMBER

U. P. PAY COMMISSION,  
LUCKNOW.

DEAR SRI SYED ALI ZAHEER,

In paragraph seven of the Chapter on Medical and Health Services, Medical Colleges etc. included in the Report, the following observation is being made by the Commission :

"The Commission is not aware, as to whether the scales of pay of the teachers of Medical Colleges are being covered by the recommendations of the University Grants Commission. In case it is so, the scales recommended hereafter by the University Grants Commission, may be adopted for the teaching staff of Medical Colleges in supersession of the recommendations made by us."

I would suggest that this portion may read as under :

"The Commission is not aware as to whether the scales of the pay of the teachers of Medical Colleges in the Central Universities in the State are being covered by the recommendations of the University Grants Commission, or that of any other body. In case it is so, the scales so recommended for the Medical Colleges of the Central Universities in the State, may be adopted for the teaching staff of the Medical Colleges in supersession of the recommendations made by us."

If, the above is not incorporated in the body of the Report, this may be appended as my dissenting note on the subject.

Yours Sincerely,  
Dr. BALJIT SINGH,  
Member, Pay Commission.

SRI SYED ALI ZAHEER,  
Chairman, U. P. Pay Commission,  
Lucknow.

Sri J. D. Shukla, Member, U. P. Pay Commission, Lucknow.

I sign this report subject to the following observations :

1. The full report was made available only on the 15th of January, 1973 and I could not scrutinise it in such detail and make such a comparative study as I would have liked to, but as there is urgency about its submission, I have satisfied myself with a minimum of the examination of the report.

2. The report suffers from a disadvantage in the sense that the report of the Central Pay Commission is not out. What are going to be the emoluments of the All-India Services must have a determining influence on the pay structure of the Provincial Services subordinate to All-India Services over them. For example, we do not know to what extent the pay-scales of the Indian Police Service are going to be increased ; if this were known, a more realistic and perhaps more liberal view could be taken about the Provincial Police Service. The same remark would apply to the I. A. S. and P. C. S. and the I. F. S. and Provincial Forest Service.

3. The pay structures have been well devised in the report and the number of pay scales has been greatly reduced. The principle of scale to scale rise has been applied to the scales fixed by the Pay Rationalization Committee, in certain cases a deviation has been allowed in view of the nature and responsibilities of the post. There have been some changes effected in pay-scales by Government Orders after the pay-scales recommended by the Pay Rationalization Committee came into effect and a point could be raised whether the *pro rata* increase could be applied to these as well because some of these came into effect not only from April, 1965 but as late as December, 1971. I have scrutinised these and am satisfied that the increase applied on the pay-scales sanctioned by Government after the Pay Rationalization Committee's scales came into operation, is justified. For example, the pay-scale of the Deputy Secretary of the Secretariat Service on 31st of March, 1965, was Rs.1,150-1,200. This became on the 1st of April, 1965 as Rs.1,150-1,250. This scale was

changed as on and after 1st December, 1971 to Rs.1,200–1,400. The Commission now proposes its increase to Rs.1,250–1,600. The earlier rise given was to rectify a disparity with the salary of the Deputy Secretaries of the Provincial Civil Service. Now, the members of the P. C. S. who will be appointed Deputy Secretaries to Government would be either in the scale of Rs.1,300–1,600 or they would in any case be in the scale of Rs.800–1,450. To this will be added Rs.200 as allowance. The maximum salary, therefore, of a P. C. S. Deputy Secretary would be Rs.1,650 and the maximum as proposed by the Commission of the Secretariat Deputy Secretary would be Rs.1,600. The initial salary of the Secretariat Deputy Secretary may be slightly higher in some cases than that of P. C. S. Deputy Secretary, but that would be fully justified by the longer service which the Secretariat Deputy Secretary would have to put in, in order to attain this post. Similarly, in regard to Deputy Sales Tax Commissioner, I am satisfied that a further rise according to the formula of the Commission is justified even though this post was created and its scale of pay fixed as from December 1, 1971. He would be a Deputy to the Sales Tax Commissioner, who is usually of the rank of the Commissioner of a division. This department is the largest revenue earning department and a Deputy to the Sales Tax Commissioner in the scale of Rs.1,400–1,800 is justified.

There are some other similar posts to which I need not make a detailed reference. There were some posts in the High Court and the Board of Revenue, of Superintendents and Clerical Grades where also the further rise is justified even though they were created after the recommendations of the Pay Rationalization Committee came into operation.

4. After fixing the minimum scale of pay, the next important matter to attend to is a horizontal comparison of the pay scales available to different departmental officers at different stages of their service. A meticulous examination of this subject is not easy because salaries must be determined primarily with reference to the nature and responsibilities of a post, with due regard of course to the promotional prospects which will keep the incentive alive. Of late, inter-departmental jealousies and comparisons have been very much in the mind of public servants working in various departments and what are called the technical services have particularly given expression to their strong views on this subject. The Commission has kept this in mind in making its recommendations and I agree. The Commission has also tried to equalise, so far as possible, rates of pay in different departments, particularly in regard to provincial services. There is one anomaly to which the representatives of various Provincial Services have referred in strong terms and that is the scale of Rs.1,300–1,600 allowed by the Government to the Provincial Civil Service in respect of 50 posts on the recommendations of the High-Power Committee with effect from October, 1971. This is now further sought to be increased to Rs.1,400–1,800 scale by the application of the principle of *pro rata* increase. The Provincial Police Service have objected to the disparity that will be created by this scale between them and the members of the Provincial Civil Service. They have said that they have enjoyed a near parity in the pay scales with the P. C. S., though they admit that the latter service has had an edge over them. The subject has been discussed in the Commission's meetings. The Provincial Police have strong feelings on this. Under the recommendations of the Pay Commission, the officers who would draw salary in the scale of Rs.1,400–1,800 should number 75. They would still be members of the P. C. S., but would draw salary in a scale which is at the top portion of the senior time scale fixed for senior duty posts in the I. A. S. This would create another anomaly. In effect, the Commission's recommendations amount to the creation of 75 posts at the top level of the I. A. S. cadre and awarding these to the P. C. S., in addition to their promotion quota in the I. A. S. and the select list. Thus the pay scales in the I. A. S. and the P. C. S. would almost run parallel up to the maximum of the senior time scale of the I. A. S. Thus an officer of the P. C. S. who may be possibly rejected for appointment in the I. A. S. would be no worse off as he would be still in the same scale as if promoted to the I. A. S. The Engineers have objected to the position that a Deputy Collector while remaining a Deputy Collector should have a scale available to him which would be equal at the maximum with the Superintending Engineers. Indeed, a Deputy Collector would draw pay equal to a Professor, a person occupying an eminent place in an academic or specialist world. The repercussion would be also on other Provincial Services and on holders of regional and middling posts, like Deputy Directors and so on. In comparison to the Police, the Deputy Collector on this grade would get much more salary

than the maximum of the I. P. S. which stops at Rs.1,300, so that the I. P. S. will not only get less pay than members of the I. A. S., but also less than some of the members of the P. C. S. We do not know at present to what extent the pay-scale of the I. P. S. is going to be raised as a result of the recommendations of the Central Pay Commission, but to the extent to which it is raised, the anomaly may be reduced ; but probably would not be eliminated.

The representatives of the Provincial Civil Service laid particular stress on the lack of promotion opportunities available to the members of this Service as compared to the other State Services. One may have sympathy for them on this score, because information received shows that the last member of this Service to be appointed to the I. A. S. belonged to 1948 batch, while the last officer of the Provincial Police appointed to the Indian Police Service belonged to the 1957 batch. This is a very great disparity and must act as a damper on ordinary members. Even if the promotion of the members of this Service to the scale of Rs.1,300-1,600 created by the Government as a result of the recommendations of the High-Power Committee be considered as giving them the same advantage in pay as they would have received if they were promoted to the I. A. S. then it is to be noted that the last officer to be appointed to this scale belonged to 1952 batch. Blockade in promotion in this Service is still operating mainly because of unsatisfactory planning of recruitment policy. This blockade is likely to continue for some time. The High-Power Committee in order to meet this problem recommended a scale of Rs.1,300-1,600 for the members of this Service and to help those members who could not get a chance for being considered for appointment to the I. A. S. even after 20 years of service in the P. C. S. The admission to this scale, no doubt, was linked with the holding of certain more important posts in the P. C. S. cadre. While this afforded considerable relief to the P. C. S., it upset its balance and relativity with other State Services. But the appointment of the High-Power Committee was an operation in regard to one Service only and that Committee after studying the promotional prospects and blockade recommended a certain grade which was pretty high, for it lay somewhere in the upper region of the senior pay scale of the I. A. S. This scale provided salaries to P. C. S. Officers, while they remained P. C. S. Officers, higher than the maximum of the senior time-scale of the I. P. S. It equated its members with such senior officers of the department as the Superintending Engineers. The difficulty arises from the basic position which has resulted in differentiating the character and responsibilities of the various State Services. After Independence, the State Civil Service and the State Police Service remained genuinely provincial services as before, because over them were imposed, in place of the I. C. S., and I. P.s the I. A. S. and I. P. S., on whose cadre were placed all the senior duty posts. The district rank post, whether District Magistrate or Superintendent of Police, was put in the cadre of the Indian Service and the State Civil Service and the State Police Service remained confined to subordinate posts. At the same time, in case of other provincial services, Indian services were not created except that recently I. F. S. had been constituted as a result of which the Provincial Forest Service is now at par with State Civil Service (Executive) and State Police Service. The other All India Services like Indian Agricultural Service, Indian Veterinary Service, Indian Medical Service, Indian Educational Service and the Indian Service of Engineers were not replaced by new All-India Services and the Senior duty posts which were on their cadres came on the cadres of the respective Provincial Services. Thus these latter Provincial Services are Provincial Services plus the old All-India Services combined as far as duty posts are concerned. They carry senior duty posts of district rank, regional supervisory rank and the head of the department. Thus the prospects of the P. C. S., the Provincial Police Service and the Provincial Forest Service, in matter of salary cannot be equated with these Provincial Services for the former do not carry those senior duty posts which carry an independent responsibility and control. They have, however, a right of entry by selection to the All-India Services superimposed on them and thereby they can hold the senior duty posts and get the scale of All-India Services. In the old days, when there was an All-India Service to every Provincial Service all the Provincial Services were at par in the matter of nature of posts in their cadres and then certainly the Provincial Civil Service was considered premier among them all.

The scale of Rs.1,300-1,600, therefore, may be considered a *sui generis* scale standing by itself alone applicable only to the P. C. S. and for the reason that it was introduced to give relief to the members of this Service, who were



suffering from blockade in promotion. It was created temporarily for fifteen years with a provision for review so that when the prospects of promotion became normal, i.e. at twenty years, this scale could be withdrawn. The scale was not intended to create any disparity with other similar services. In my view the scale should stand and it should stand as it is. If any other service objects to this scale as creating a great disparity, and the provincial police had demanded a similar scale on ground of relative parity and the engineers have also claimed blockade, then the natural thing the Government should do is to enquire into those Services also where promotions are blocked and allow to those officers special grades which would be suitable for a period which may meet with the results of the operation of the blockade. No other Provincial Service could reasonably object to the scale of Rs.1,300–1,600 given to the P. C. S. for it can also get a suitable scale if it can show blockade in promotion, but to treat it as if it were a permanent addition to the P. C. S. scale and should therefore, be further increased to Rs.1,400–1,800 would certainly greatly increase the disparity and create other anomalies referred to earlier.

It is well recognised that there are subordinate posts and superior posts which are described as posts of independent responsibility. For a long time, five posts have been considered of district rank and others subordinate. The district rank posts are District Magistrate and Collector, District and Sessions Judge, Superintendent of Police, Civil Surgeon and the Executive Engineer. The Executive Engineers have been put in the scale of Rs.800–1,450, which is equal to the second higher grade available to the Deputy Collectors and which is allowed to posts which are not of district rank. The Superintending Engineer used to get nearly the same salary as the D. I. G. Police when there was an All-India Service which was far higher and now it cannot be maintained that in the changed circumstances the work of the Engineers has become less important than the work of the Provincial Executive. The work of both has become more important, more complicated and more difficult. The Superintending Engineer enjoys very large financial powers, is charged with supervision of a large technical staff, supervises construction and maintenance of huge works like roads, bridges, dams etc., and he must certainly be considered superior to any officer of the P. C. S. I would, therefore, not support the recommendation that the grade of Rs.1,300–1,600 should further be converted to Rs.1,400–1,800 and posts increased from 50 to 75. If these posts are important as to carry a scale of Rs.1,400–1,800 which begins and ends towards the maximum of the I. A. S. senior scale, then those posts ought to be encadred in the I. A. S. There would then be no objection and the Government would defend the situation with reference to the responsibilities of those posts. Indeed, there are some posts in the scale of Rs.1,300–1,600, which may be considered to be so important with reference to their nature and responsibility that they could be equated with junior collectors of district. There are posts like the Joint Secretaries to Government, some Deputy Secretaries, some Joint heads of Département, some posts like Additional Commissioners, which can be equated to posts borne on the I. A. S. scale, indeed some of these posts are being manned by the I. A. S. Officers, though not by those who would be drawing salaries of Rs.1,400–1,800. If the Government, however, feels that for posts for which a scale of Rs.1,300–1,600 was recommended by the High-Power Committee and adopted by the Government should now also be increased *pro rata* because in case of several other increases which took place after the Pay Rationalization Committee such increase has been made, then the Government may do so, but it will have to proportionately increase other scales so that the more senior duty posts in other services get higher salary, and there may be no disparity between the technical services and the Provincial Civil Service. It will also have to give something more to the Provincial Police Service for the members of these two services work hand in hand and too much disparity should be avoided. The Provincial Police Service representatives have suggested certain posts on their cadre which should be brought on the scale of Rs.1,400–1,800, should this grade be allowed to the P. C. S. The anomaly that would result is obvious, because this grade available to the Provincial Police Service would start at a point which is higher than the maximum of the senior time scale of the Indian Police Service and would reach the maximum of the senior time-scale of the I. A. S., so that if a bright Provincial Police Officer were promoted to the I. P. S., he may eventually get less salary than if he would have remained in the Provincial Police Service. The difficulty, as I have already pointed out, is that we cannot clearly see our way in this regard, because we do not know what would be the recommendation

of the Central Pay Commission and to what extent they would be adopted by the Government of India.

5. The Deputy Director of Information whose existing scale is Rs.600—1,250 has been proposed a scale of Rs.650—1,300. Other Deputy Directors have been allowed a scale of Rs.800—1,450. I understand a lower scale has been recommended, because this post has been created recently, but this argument could be countered with the argument that it is very necessary to select very good men for such a post. Either such a post need not be created or if it is created, it should be on a good scale of pay, so that really able men do come on such a post. The responsibilities of a post like this are not routine, but creative.

6. In the case of District Panchayat Raj Officers, there exist very small avenues for promotion. The District Panchayat Raj Officers today are in three pay-scales. There is a single District Panchayat Raj Officer, who is in the scale of Rs.250—850, whose salary is now recommended to be in the scale of Rs.550—1,200. The other District Panchayat Raj Officers, numbering 53, are in two different scales of Rs.250—750, and Rs.225—500. The Commission recommends a unified scale of Rs.450—950 but the promotional chances for these 53 officers are very small and this must act as a damper on the ordinary officers. There is only one post, as I have stated earlier, which would now be available, if the Government accept Commission's recommendation, in the scale of Rs.550—1,200. There is another post of Deputy Director, Panchayats, to which they might rise. I would, therefore, recommend that the number of the District Panchayat Raj Officers in the proposed scale of Rs.550—1,200 be increased from one to five.

7. The Commission recommends a scale of Rs.1,000—2,000 to the District Judges and Additional District Judges against the existing scale of Rs.800—1,800. In my view the District Judge should get the same salary as the District Magistrate and should the senior time scale of the I. A. S. be increased, the salary of the District Judge should be accordingly increased. I would, however, accept the recommendation of the High Court that the start should be at Rs.1,100 p.m., but I do not agree with the recommendation of the Commission that seven of the permanent posts of District Judges be created in the scale of Rs.1,900—2,250. There is no justification for this. Before the Government of India Act, 1935, one-third of the posts on the High Court were guaranteed to the I. C. S. Judges. This guarantee was not renewed by the Government of India Act, 1935. Also, at that time the number of Judges of the Allahabad High Court was six or seven. They came from four sources; British Barristers, Indian Bar, I. C. S. Judges and Judges of the Provincial Judiciary. Because the prospects of the I. C. S. Judges decreased greatly after the guarantee was withdrawn, two posts were created in the scale of the Commissioner of the division to compensate for it, because the promotions on the executive side were quicker. Now the chances of the District Judges to become High Court Judges are far better. The number of Judges of the High Court has greatly increased; it has increased several times; at the same time the number of District Judges has not increased in that proportion; and the sources of recruitment to the High Court are only two—District Judges and the Indian Bar. Therefore, there is no justification for creating a special grade above the senior time scale of the I. A. S. The Government may, however, like to consider the case of Legal Remembrancer because he is also Secretary to Government and these days the Secretaries to Government are all in the rank and pay of the Commissioner. They may also consider the case of Registrar of the High Court. There would, however, be an attendant disadvantage once these posts are placed in the higher scale. The Government would, to a large extent, lose flexibility in making appointments to these posts because normally Government do not consider it feasible to supersede good officers and for these special posts, selection may be necessary. At present when all are District Judges, selection can be made on the basis of aptitudes without superseding any District Judge. The present arrangement is that the Legal Remembrancer and Registrar to High Court get a monthly allowance of Rs.300 which serves the same purpose, because if they are put in a super time scale, this allowance would not be admissible.

8. As regards the grant of non-practising allowance to Government doctors, the Commission has left the matter open to Government after making certain observations and suggestions. They state, "In view of the considerable amount of public opinion which is being ventilated in the daily press, we have come to the conclusion that it will be more appropriate to leave the final and ultimate decision to the Government on this subject. We do so also because further

information regarding the Pay Clinics, which may be set up by the Government is not available to us. Thus, it will not be in public interest to express any categorical opinion on the subject." I agree largely with this attitude of the Commission. There are, broadly speaking, three ways of dealing with the matter. First, the Government may ban private practice by Government doctors and there are very good reasons for imposing this ban. In that case, the non-practising allowance should be uniform for all. The Commission has made a distinction between the teachers on the staff of the Medical Colleges and the non-teaching Medical Officers in Government service. In case of the former, they have recommended that the present rate of 25 per cent of the non-practising allowance be raised to fifty per cent, subject to a maximum of Rs.600 and further subject to the condition that the total emoluments, including non-practising allowance, of professors and principals of Medical Colleges, will not exceed Rs.2,500 per month and Rs.2,750 per month respectively. They lay down the further condition that non-practising allowance will be admissible to only those teachers of Medical Colleges who can get themselves registered with the Indian Medical Council and are not debarred from doing private medical practice under section 27 of the Indian Medical Council Act. In case of other Medical Officers, in place of the present 25 per cent, they have recommended 33 per cent of the salary, subject to a maximum of Rs.400, provided further that the total emoluments including non-practising pay or allowance will in no case exceed Rs.2,750. I am of the view that the discrimination in the rate of percentage is unjustified. If the non-practising allowance has to be considered compensatory in character, which it is then there is all the more reason to allow equality of percentage to Medical Officers posted in hospitals who normally have private practice, while many of the professors in Medical Colleges do not have such normal practice. Further the percentages are related to the salaries received and therefore, the doctors getting lower salaries will get lower amounts as non-practising allowance. A discrimination, therefore, need not be created in this connection. When the fifty per cent rate is being allowed to all teachers on the staff of the Medical Colleges whether all of them have normally the same amount of practice or not, then the same percentage should also be allowed to Medical Officers. I agree with the further provision recommended by the Commission that private practice in lieu of which a non-practising allowance is being recommended, should also include fees received in examination of cases of life insurance companies by Government doctors.

The second position which the Government may take up is that once private practice has been banned in case of all doctors, consideration of any non-practising allowance becomes irrelevant and salaries of all teachers of Medical Colleges, Civil Surgeons, Medical Officers and others be fixed on considerations applying to other posts and services. For example, a Civil Surgeon's scale may be fixed considering the scales of Collectors, District Judges and Superintendents of Police etc., keeping in view the nature and responsibilities of the Civil Surgeon's post. Similarly, scales of pay of teachers on the staff of Medical Colleges may be fixed in relation to professors and teachers of Universities.

The third position is to leave the present position unaffected. Though there are good reasons for banning private practice by Government doctors, the Government should also examine the feasibility of such a ban. The ban will operate inequally as between the doctors of various classes and also doctors within the same class so that a uniform system of non-practising allowance may have no relation to the loss of practice in terms of money as between several doctors. To some the non-practising allowance may even mean a net gain and to others a great loss. I am doubtful about the successful working of Pay Clinics. It may not be practicable to enforce the ban and the resultant position may be that of concealed practice and incentive to dishonesty and resultant complaints, which would lead to vigilance enquiries. All this may create quite a complicated situation. Private medical practitioners in all places may not be available in adequate numbers or of high and specialised qualifications and this may result in hardship to patients who need specialised treatment at home and can afford to pay. Incidentally, leaving the present position as it would save the Government from an additional financial burden.

Considering all these factors and some others, Government may make a choice, which may be in public interest.

*Dated : January 20, 1973.*

*J. D. SHUKLA, I.C.S.*

सदस्य

वेतन आयोग,  
उत्तर प्रदेश,  
लखनऊ ।

लखनऊ दिनांक, 20 जनवरी, 1973 ई० ।

सेवा में,

अध्यक्ष, वेतन आयोग,  
विधान भवन,  
लखनऊ ।

महोदय,

मैंने वेतन आयोग की अनेक बैठकों में भाग लिया और समय-समय पर अपनी राय जाहिर की । आयोग ने जो जो निर्णय लिये उनमें से अधिकांश से मैं सहमत हूँ । अतः मैंने आयोग की रिपोर्ट पर हस्ताक्षर कर दिये हैं । कुछ पदों एवं सेवाओं के बारे में मैं अपनी निजी राय आपके एंथ शासन के विचारार्थ प्रस्तुत कर रहा हूँ । उचित यह होगा कि मेरे इस पत्र को आयोग की रिपोर्ट के साथ शासन को भेज दिया जायः—

1—उत्तर प्रदेश की शासन व्यवस्था में तहसीलदार के पद का बड़ा महत्व है । इस पद के कार्य एवं जिम्मेदारी को देखते हुए अभी तक जो वेतन-क्रम शासन द्वारा स्वीकृत किया गया है (रु० 225-500) वह कम है । वेतन आयोग ने इस पद के लिए रु० 400-750 का वेतन-क्रम प्रस्तावित किया है । तहसीलदार के नीचे अनेकों कर्मचारी काम करते हैं जिनके कार्य की देखभाल उनको करनी पड़ती है । तहसीलदारों को जो महत्वपूर्ण एवं कठिन कार्य भू-लेखों के रखरखाव, सब-ट्रेजरी, माल के मुकदमों के निस्तारण, सरकारी देयों की वसूली, दैवी आपदाओं, चुनावों, जनगणना, डेवलपमेंट लोन आदि के सिलसिले में करना पड़ता है, उसको देखते हुए उनका वेतन-क्रम कम से कम रु० 450-850 होना चाहिये ।

राजस्व परिषद् ने इस महत्वपूर्ण पद के लिये बहुत कम वेतन-क्रम प्रस्तावित किया था और उसको ध्यान में रखकर कम वेतन देना उचित नहीं होगा । बहुत से अन्य पदों के बारे में सम्बन्धित विभागों एवं विभागाध्यक्षों ने कम वेतन-क्रम प्रस्तावित किये थे परन्तु आयोग ने अपने विवेक एवं पदों के कार्य एवं जिम्मेदारियों आदि को देखते हुए, उचित वेतन-क्रम प्रस्तावित किए हैं । यही नीति इस पद के वेतन-क्रम के पदों के लिये अपनाई जाती तो अच्छा होता ।

2—जिला पूर्ति अधिकारियों और टाउन राशनिंग अधिकारियों के पद के कार्य एवं जिम्मेदारी को देखते हुए, उनको रु० 300-900 के वर्तमान वेतन-क्रम के अनुरूप प्रस्तावित संशोधित वेतनमान रु० 550-1,200 दिया जाना उचित होगा चाहे जिला पूर्ति अधिकारी और नगर राशन अधिकारी किसी भी जिले में क्यों न तैनात हों । इस समय प्रथा यह है कि कुछ बड़े जिलों के जिला पूर्ति अधिकारियों का वेतन-क्रम अधिक है और छोटे जिलों के जिला पूर्ति अधिकारियों का वेतन-क्रम कम है । इस बात को ध्यान में रखते हुए आयोग ने यह प्रस्तावित किया है कि जिला पूर्ति अधिकारियों के 25 पद उच्च वेतन-मान (रु० 550-1,200) में कर दिये जावें और शेष पदों को जिला हरिजन सहायक । जिला पंचायत राज अधिकारी के समान रु० 450-950 के वेतन-मान में रहने दिया जाय । डिस्ट्रिक्ट एवं सेशन जजों व जिलाधिकारियों के पदों में छोटे बड़े जिलों के आधार पर वेतन-क्रमों में अन्तर नहीं होता, अतः मेरी राय में इस मामले में खाद्य एवं रसद विभाग की सिफारिश मानकर सब पदों के लिये एक ही वेतन-क्रम (रु० 550-1,200) प्रस्तावित करना उचित होता ।

3—वेतन आयोग ने यद्यपि पशु चिकित्सा अधिकारी के लिये उनके वर्तमान वेतन-क्रम आदि को देखते हुए उच्चतर वेतन-क्रम प्रस्तावित किये हैं, फिर भी मेरी राय में निम्नलिखित कारणों से उनका वेतन-क्रम एलोपैथिक डाक्टरों के समान रखना उचित होगा क्योंकि इन अधिकारियों को निजी प्रैक्टिस की सुविधा उपलब्ध नहीं होतीः—

(क) पशु चिकित्सकों का कार्य जन चिकित्सकों के कार्य से अधिक महत्वपूर्ण है क्योंकि हमारे देश एवं मुख्यतः इस प्रदेश में कृषि कार्य एवं पशु पालन में लगे वर्ग की प्रधानता है और कृषि में पशुपालन कार्यों का विशेष महत्व एवं योगदान है ।

(ख) पशु पालन कार्य तथा पशु चिकित्सकों के महत्व को ध्यान में रखते हुए देश के अधिकतर प्रवेशों में पशु चिकित्साविदों का वेतन-मान जन चिकित्सकों के वेतनमान के बराबर है और कहीं कहीं—जैसे पंजाब में तो अधिक भी हैं।

(ग) पशु चिकित्सकों को भी जन चिकित्सकों की तरह ही प्रयोगात्मक परीक्षा के आधार पर प्रवेश दिया जाता है, उनका अध्ययन काल तथा परीक्षण काल भी क्रमशः 4 तथा एक वर्ष है, ये जन चिकित्सकों से कहीं अधिक विषयों एवं पशुओं की जातियों को अध्ययन करते हैं जो कहीं अधिक कठिन होता है और इनकी चिकित्सा प्रणाली भी जन चिकित्सकों की तरह एलोपैथिक है।

(घ) सन् 1958 तक पशु चिकित्साविदों और द्वितीय श्रेणी के जन चिकित्सकों का वेतनमान शासन ने समान रखा था और अब भी वैसे ही रखना उचित है।

4—न्याय विभाग एवं उच्च न्यायालय, इलाहाबाद के अधीन हायर जूडिशियल सर्विस के सिविल एण्ड सेशन जज के पद का वर्तमान वेतन-क्रम रु० 600-1,250 है। इस पद के धारक कल एवं उकंती जैसे संगीन अपराधों को सेशन अदालत में सुनते हैं। उनको फाँसी तक की सजा देने का अधिकार है। इस पद के धारक अतिरिक्त जिलाधीश (प्रशासकीय) तथा अतिरिक्त जिलाधीश (जूडिशियल) द्वारा फौजदारी के मामलों में पारित आदेशों को निरस्त कर सकते हैं। ये फस्ट क्लास मजिस्ट्रेट की अपील भी सुन सकते हैं। अतः जैसा कि विधान सभा की अस्थायी समिति ने प्रस्तावित किया है, सिविल एण्ड सेशन जज का पद डिस्ट्रिक्ट एवं सेशन जज के संवर्ग में मिला दिया जाय ताकि उनको वही वेतन-क्रम मिल सके जो कि अतिरिक्त डिस्ट्रिक्ट एवं सेशन जज तथा डिस्ट्रिक्ट एवं सेशन जज को मिलता है। यदि किसी कारण से, फिलहाल ऐसा करना सम्भव न हो, तो इन अधिकारियों का वेतन-क्रम प्रस्तावित संशोधित वेतन-क्रमों में से रु० 900-50-1,600 वाला वेतन-क्रम, इनको स्वीकृत कर दिया जाय।

5—खाद्य एवं रसद विभाग के डिप्टी रीजनल मार्केटिंग आफिसर का वर्तमान वेतन-क्रम रु० 250-550 है। उनके लिये रु० 400-750 का संशोधित वेतन मान प्रस्तावित है। पहिले असिस्टेंट रीजनल फूड कंट्रोलर का वेतनमान उनसे कम रु० 200-450 था, उनके लिये भी आयोग ने रु० 400-750 का वेतनमान प्रस्तावित किया है। अतः मेरी राय में डिप्टी रीजनल मार्केटिंग आफिसर का पद का वेतनमान रु० 450-850 से कम नहीं होना चाहिये।

6—मेरी राय में खाद्य एवं रसद विभाग के मार्केटिंग शाखा के सीनियर मार्केटिंग इन्स्पेक्टरों एवं मार्केटिंग इन्स्पेक्टरों का वही वेतन-क्रम होना चाहिये जो कि कृषि विभाग के सीनियर मार्केटिंग इन्स्पेक्टरों एवं मार्केटिंग इन्स्पेक्टरों को दिया जाता है, क्योंकि जहाँ तक मेरी जानकारी है, दोनों विभागों के उक्त पदाधिकारियों की शैक्षिक योग्यता एवं चयन विधि समान है, और दोनों विभागों के पदों के धारकों के कार्य एवं जिम्मेदारियाँ भी समान हैं।

7—मेडिकल एवं स्वास्थ्य विभाग के हेल्थ सुपरवाइजरों का वर्तमान वेतन-क्रम रु० 160-320 है। उत्तर प्रदेश वेतन अभिनवीकरण समिति की सिफारिशों के लागू होने के पहले भी उनका वेतन-क्रम वही था जो कि इस समय है। यह पद पदोन्नति द्वारा भरा जाता है और इनके धारकों को पदोन्नति के साधन भी बहुत कम उपलब्ध हैं। अतः इनका वेतनमान रु० 200-400 या 200-450 रु० के वेतनमान में मानकर पुनरीक्षित किया जाय।

8—सूचना विभाग के अतिरिक्त रेडियो इंजीनियर का वेतन-क्रम पहिले जिला सूचना अधिकारी के बराबर था। मेरी राय में अतिरिक्त रेडियो इंजीनियर को वही वेतन-क्रम मिलना चाहिये जो कि जिला सूचना अधिकारियों को दिया जाय।

9—सचिवालय के टाइपिस्टों, स्टोरकीपर, सहायक स्टोर कीपरों का वेतन मान उनके कार्य एवं जिम्मेदारियों को देखते हुए कम है। उन्हें प्रस्तावित वेतन-मानों से उच्चतर वेतनमान देना उचित होगा।

10—सचिवालय के प्रवर वर्ग सहायकों के लिये पदोन्नति के मार्ग और प्रशस्त किए जावें।

11—प्रशिक्षण एवं सेवा योजन विभाग के स्टेटिस्टिकल असिस्टेंटों को वही वेतन-क्रम दिया जाय जो कि अर्थ एवं संख्या विभाग के स्टेटिस्टिकल असिस्टेंटों को।

सद्भावनाओं सहित,

भवदीय,

कन्हैया लाल बाल्मीकी,

20-1-73,

सदस्य, वेतन आयोग।

## NOTE BY Dr. R. V. SINGH

With the advent of Independence the concept of a welfare State has come in and there has been a vast expansion of development and welfare activities. This has naturally resulted in the creation of new Services and a large increase in the number of personnel in the Services existing at that time. Often the increase in number has been in the junior ranks and in some Services there has not been a proportionate creation of senior scale/selection grade posts. This gap in the number of posts in the junior and senior/selection grade posts has led to lack of opportunities for promotion. The prospects of promotion to a higher grade is a strong incentive for efficient work, which is necessary for the success of all welfare activities and development schemes.

It has not been possible to go into the depth of the question of the structure of each Service vis-a-vis its functions, but in the interests of efficiency the Government may examine this question, in detail, and provide an adequate number of additional posts in higher scales in those services in which the number of such posts available at present are not sufficient to provide reasonable chances of promotion.

R. V. SINGH M.S., F.R.C.S.  
(Eng.),

Member,  
U. P. Pay Commission,

---

SUPPLEMENTARY NOTE BY SRI A. C. MITRA, MEMBER, U. P.  
PAY COMMISSION 1971-73

I regret to have to record this supplementary note. This became unavoidable as, on account of the short time allowed to the Commission for the enormous task entrusted to it, the complete report of the Commission, was not available to the members for examination before 12th January, 1973, i.e. three days before the date finally fixed for its submission to Government viz. 15th January, 1973. I had, therefore, to ask for a few days time to examine the voluminous report and for an opportunity to place any modifications that I might have to suggest before the Commission for their decision at a final meeting for the approval of the report. Such a meeting of the Commission could not, however, be convened for want of time.

The salient points in my note are :

(1) Continuance of the downgrading of the personnel and cadres of the important development and nation building departments of Government (such as Engineering including Irrigation, Public Works, Water Supply and Sanitation, Medical and Health, Education, Scientific, Industrial and Agricultural research etc.) as compared to departments concerned with the maintenance of law and order and collection of revenue, such as General Administration is not only unjustified under present conditions but is also positively detrimental to the interests of the people (Para 2.1).

(2) The principle, still in vogue, of keeping the heads of important development departments out of the policy making activities of Government by not appointing them as Secretaries to Government in their respective departments and downgrading their offices and separating their offices from the Government secretariat is meaningless and results in unduly long delays in the formulation of correct policies and considerable increase in the cost and time required in the execution of works. (Para 2.1).

(3) Pay and prospects of Government services requiring personnel with specialised training such as engineering, medicine, etc. must be at least equal to, but preferably better, than those for which no specialisation is required or any specialisation required can be acquired at a later stage in the academic career of a student (Para. 4.4)

(4) The prospects for confirmation in service and of subsequent promotions are very low in the engineering and other nation building departments as compared to the State Civil Services.

(5) The scale of pay of the heads of important nation building departments, viz. Irrigation, Public Works Department, Local Self-Government Engineering Department, Medical and Health Services, Education, Agriculture and any other department considered equally important by Government, should be the same as for Commissioners of Division in the I. A. S. viz. Rs.2,500-125/2-2,750 or at least Rs.2,450-100-2,750. (Para. 5.2)

(6) A representative High Power Committee be formed by Government as soon as possible to examine the relative opportunities and avenues of promotion available to all the different services of the State and of different categories and to suggest remedial measures where these are inordinately low or non-existent (Para. 5.3).

(7) The very large difference between the scales of pay of ministerial staff in the Secretariat and those of the offices of important heads of departments is completely unjustified and results in long delays in disposal of cases and serious loss to the people. Likewise the scales of pay in the lower offices of such departments need improvement. Recommendations in this regard have been made in Para. 7.2.1.2 and Appendix 'B'.

(8) The selection grade for the subordinate engineering services in the engineering departments should be at 15 per cent of total cadre (including both permanent as well as temporary posts continuing for over three years) and should have a scale of Rs.500-25-750. The ordinary scale of this service also needs to be raised to Rs.300-10-350-12-470-16-550 (Para. 7.2.2).

(9) For the State Engineering and other technical gazetted services extensions to the junior and senior scales and somewhat higher scales for the posts of Superintending Engineers (or equivalent) of Additional Chief Engineers (or equivalent) and of Heads of departments have been proposed (Para. 7.2.3.8).

(10) I do not agree with the proposal contained in the report of the Commission for (a) increasing the number of senior scale posts in the U. P. Civil Service from 80 to 150 and that of the temporary special grade posts from 50 to 75 and (b) for making some of temporary special grade posts permanent; subject to the deletion of the above proposals, I agree to the pay scale of the temporary special grade being revised from Rs.1,300 to 1,600 to Rs.1,400-1,800 on scale to scale basis, provided the scale of pay of Superintending Engineers and equivalent posts in the engineering and other important State services for which there is no corresponding All-India Service is raised to Rs.1,500-50-1,850-75-2,000 (Para. 7.2.4.14).

(11) In the Higher Judicial Service, the selection grade may be the same as for Additional Chief Engineers and other Additional Heads of important departments (viz. Rs.1,950-75-2,400 as proposed by me) and one out of the seven selection grade posts may be upgraded to the scale of pay of heads of such departments (viz. 2,500-125/2-2,750 or 2,450-100-2,750) as proposed by me (Para. 7.2.5.6).

(12) Pensions are in the nature of deferred pay and the policy of Government in regard to pension sanctioned in previous years to counter-balance erosion in their value due to progressive increase in prices should have an important bearing on the pay scales proposed. We suggest that this problem be examined and steps taken to counteract as far as practicable, the progressive reduction in the effective value of pensions (Para. 8.4).

A. C. MITRA.

Encls. :-Note 13 pages with two appendices.



## I. Status of Different Services Prior to Independence

1.1. The present structure of the government services and the pay scales of different categories of personnel in different departments has developed mainly from historical circumstances. Conditions have completely changed since these were evolved and a thorough re-examination and complete overhaul of the system has become necessary if the development of this country has to proceed satisfactorily. Although modification in the structure of the services is outside the purview of the Pay Commission, suitable modifications in the pay scales which have become necessary in consonance with vastly changed objectives of the Government are very much within the purview of this Commission. As this is the first Pay Commission appointed for the U. P., I consider that we would be failing in our duty, if we content ourselves merely with recommendations in regard to the minimum pay scale and scale to scale variations on account of increase in cost of living with minor corrections of anomalies here and there that might be more forcefully brought to our notice.

1.2. During the British regime, the objective of Government, naturally was the continuance of British domination over India and the development of the resources of the country to the extent that these could be utilised for the benefit of the British people. The maintenance of law and order and collection of revenue were, therefore, the most important functions of the government servants in India and the greatest importance was attached to the Indian Civil Service and the Indian Police Service which, as is well-known, were considered to be the "steel-frame" of the Empire. These services were almost entirely manned by British personnel. The senior posts in the development departments such as P. W. D., Irrigation, Medical, Educational and other such services were also held by members of the respective all-India services and were manned mainly by British personnel.

1.3. The scale of pay of the all-India services other than Indian Civil Service and Police were somewhat, but not very much, lower than the corresponding posts of the Indian Civil Service. For example the scales of pay of Executive Engineers and Superintending Engineers in the Indian Service of Engineers extended more or less over the range of pay of the senior scale posts of the Indian Civil Service. The scale of pay of Chief Engineer corresponded to that of Commissioners of the Indian Civil Service. The Heads of the important development departments were also Secretaries to the Government in their respective departments as it was recognised that they should participate in the formulation of the policies of the Government.

1.4. After the first world war, under the force of changing circumstances and pressure of Indian Public opinion, full Indianization of services other than the Indian Civil Service and Indian Police Service was introduced and, shortly thereafter, the all-India Services pertaining to these other activities were abolished. The Provincial Services which replaced these abolished Indian Services were given much lower scales of pay as these were manned only by Indians. At the same time, the heads of such departments ceased to be the Secretaries to Government, obviously because it was not considered desirable to associate Indian heads of departments with the policy making activities of the British Government. The offices of the heads of departments which formerly used to be part of the Secretariat were also separated. Separate offices of the Heads of the Departments were formed in most States and these were given a much lower status than that of the Secretariat and much lower scales of pay were sanctioned for the personnel employed in these offices.

1.5. Ostensibly, of course, the theory was advanced that specialists in the technical fields such as engineering, medicine, etc., should be left free to devote their time to the activities pertaining to their field of specialisation and should not be burdened with Secretariat work which could be best performed by members of the "Civil Service".

## II. Present Position

2.1. Since the attainment of independence conditions have changed completely. The Government is now in the hands of elected representatives of the people and its principal objective is the conservation and utilization of the natural resources of the country for the benefit of the people who had been left in economically very backward condition as compared to most other countries of the world. Although the maintenance of law and order still remains very important, the development activities have assumed much greater importance, as it is not possible to maintain law and order unless the legitimate



aspirations of the people for improvement in their social and economic condition to a reasonably high level can be achieved as quickly as possible. This calls for the rapid development of the vast natural resources of the country by the full utilisation of the abundant human resources in a systematic and planned manner so that the essential needs of the people for a satisfactory living standard can be produced and equitably distributed. In these changed circumstances, therefore, the continuance of the downgrading of the personnel and cadres of the important development and nation building departments of Government, such as engineering (comprising Irrigation, Public Works, Domestic and Industrial Water Supply and Sanitation etc.) medical and health, education, scientific industrial and agricultural research, etc., as compared to law and order departments, viz. General Administration including Police, is not only unjustified, but is also positively detrimental to the interests of the people. Similarly, the principle of keeping the heads of important development departments out of the policy making activities of the Government, introduced by the British in the latter part of their regime for reasons explained above, is now completely meaningless and results only in unduly long delays in the formulation of policies and increase in cost in the execution of works.

2.2. The situation briefly described above, is well recognised and has been accepted in principle by most of our leaders. Unfortunately, however, neither the structure of Government services nor the pay scales have yet been adjusted to meet the urgent need. All India services to replace the I. C. S. and I. P. were created shortly after Independence and named the I. A. S. and I. P. respectively. Other all-India services have not been formed yet, in spite of the approval of Parliament for their creation, except the Indian Forest Service, which has been formed only recently. The engineering, medical and other services for the development of the country are manned entirely by State Services with scales of pay much less than that of the Indian Administrative Service, on the plea that State Services cannot be compared with all-India Services. This argument is not valid as members of the all-India Services are allotted to the States and their salaries, etc. are fully and solely borne by the State Governments concerned. Their scales of pay conditions of service are also decided by the Government of India in consultation with the State Governments.

### III. Present Structure of the State Services

3.1. Due to the formation of All India cadres in only three services mentioned above (viz. Indian Administrative Service, the Indian Police Service and Indian Forest Service), the State Services fall into two broad groups. In the first group are the Provincial Civil Service, the Provincial Police Service and Provincial Forest Service. In respect of these services the District Level (senior scale) and higher posts are all borne in Indian Service cadre and are manned by personnel of that cadre allotted to the State. The State Services mentioned above, therefore, comprise only the sub-district level (or sub-divisional level) posts. A proportion of the senior scale posts of the corresponding Indian Services are reserved for filling by promotion from the State Services concerned. The proportion is 25 per cent in the case of the Indian Administrative Service and Indian Police Service and  $33\frac{1}{3}$  per cent for the Indian Forest Service. Prior to 1947, there was no reservation of posts in the Indian Civil Service for filling by promotion from the Provincial Civil Service, but a few senior scale posts were "listed" for being filled by selected senior members of the Provincial Service. As the number of such listed posts was small, about 3 per cent of the posts in the Provincial Civil Service were given a selection grade.

3.2. All other State services including Judicial, Engineering, Medical and Health, Education, Agriculture, etc., come under the second group for which there are no corresponding All India Services. These services, therefore, comprise not only the sub-district level (or sub-divisional level posts), but also district level or divisional level posts such as Executive Engineers, Civil Surgeons, etc., regional heads of departments such as Superintending Engineers, etc. and heads of departments such as Chief Engineers. Additional Chief Engineers, Director of Medical and Health Services, Director of Education, Director of Agriculture, etc. Sub-district (or sub-divisional) level posts included in the Junior scale of these services correspond to the cadre of the State Civil, Police and Forest Services, whilst the district level and regional heads of departments together correspond to the senior scale posts of the

Indian Administrative Service and the posts of the Heads of Departments including Additional Heads correspond to the super-time scale of the All India Services (viz. Commissioners of Divisions in the Indian Administrative Service). The structure of the Judicial Service which is also a State Service is slightly different as has been amplified further elsewhere in this note. The State Civil Service, State Police Service and the State Forest Service cannot, therefore, claim parity with the other State services in regard to senior (district level) posts and above, as such posts in their case are all included in the cadres of the respective Indian Services allotted to the State and to which the members of the corresponding State Services can rise by promotion to the Indian Service in accordance with the promotion quota fixed for them.

#### IV. Relative Importance of Functions Performed by Different Services

4.1. It has been claimed by technical personnel employed in the engineering services (such as Irrigation, Public Works, Public Health Engineering) in the Medical and Health Services, etc., that duties performed by them are much more important than administrative functions performed by the administrative services and that, therefore, the former should get much higher pay and status. On the other hand the administrative services claim that they are the "pre-eminent services" and perform far more important functions than other services as they have to maintain law and order without which no development of the country is possible. I am of the opinion that neither of these claims is justified. Each service has a different type of function to perform in providing the necessities and amenities for civilised living to the people of the country including security of life and property, food, clothing, shelter, education, medical assistance, drinking-water and sanitation, communications, transport, irrigation and power for production of essential consumer goods, etc.

4.2. It is, no doubt, true that unless law and order can be maintained to a reasonable extent no development work can proceed. It is also true that people of this and many other countries have many times passed through, and survived, conditions of almost complete break-down of law and order. On the other hand, people cannot survive without food or drinking water and are put to very serious inconvenience for want of clothing and shelter and other social amenities. It is, therefore, obvious that the functions performed by the important development and social service departments are no less important as compared to those performed by the services entrusted with the maintenance of law and order.

4.3. This can be understood more clearly by a comparison with the human body. The Council of Ministers may be compared to the mind, the secretariat of the Government may be compared to the brain, offices of the heads of department and other offices to the nervous system, the administrative service to the nerve centres all over the body and the executive and field workers in the various services including Police to the organs, muscles, the blood stream, senses and limbs. The judiciary may be compared to the conscience inherent in the mind but independent of the actions actuated by the mind in the normal working of the body. No doubt the function of the brain and the nerve centres is important but, if these were to be over-fed and the organs and limbs starved, the body would be crippled very soon and the brain and the whole body would gradually be defunct. It is, therefore, necessary to provide proper nourishment to all the parts of the body to make it run efficiently and long. Similarly, the different services of Government performing important but different functions under the Government have to be treated equally well and encouraged and enabled to perform their duties efficiently and in co-operation with each other so that the maximum benefit can be derived by the people as a result of the proper functioning of the Government elected by them.

4.4. For the development of the country which is still very back-ward in standard of living and material prosperity of the common people as compared to that of most other countries, the services of highly qualified and competent engineers, medical men, scientists, teachers and other specialists are required in large numbers. Choice has to be made early by a student if an engineering or medical or scientific career is to be taken up by him. The relative prospects of a career in different branches of Government service plays an important part in the choice by a student of the branch of academic discipline in which he would like to be trained. It is, therefore, very necessary that these prospects are made at least equal, but preferably better, in the specialist services

than in those where specialization is not required or can be attained at a later stage in the academic career. At present, however, the reverse is the case. The prospects of a career in the administrative services are at present very much better than in the engineering or medical or scientific or educational services and the more intelligent and bright students with special aptitude for engineering, or medical or scientific work are liable to be lured away by the more tempting prospects of the administrative services. On this account such students may not take engineering or medical or scientific training, resulting in serious loss of talent to the country, as a student who might have become a brilliant engineer or physician or surgeon or scientist would end up by becoming an indifferent administrator. The urgent need for up-grading the pay scales and prospects of the technical services so as to make these services at least equally, but preferably more, attractive than the purely generalist and administrative services cannot be over emphasised.

## V. Promotional and other Prospects

5.1. The relative attractiveness of different Government services depends not only on the initial pay in the pay scale offered at entry into the service but also on several other factors. Important amongst these factors are :

(1) Nature of initial appointment i.e., whether the appointment is (in descending order of attractiveness) :

(a) On probation for a short and definite period to be followed by permanent appointment against a permanent post ; or

(b) in a temporary capacity with guarantee of permanent appointment on satisfactory performance of duties if the post continues for a stipulated minimum period of say 3 or 4 years ; or

(c) in a purely temporary or officiating capacity with no definite prospects or guarantee of permanent appointment after a definite period of years ;

(2) Relative opportunities for promotion as the result of efficient performance of duties to progressively higher scales of pay and status.

(3) The maximum pay and status that can be aspired to before retirement or superannuation.

5.2. In respect of each and every one of the abovementioned factors, the present conditions in the engineering, medical and other technical services of the State compare very unfavourably with those in the State Civil Services.

5.2.1. All initial direct appointment to the State Civil Service is on probation for two years against permanent posts and new entrants are confirmed in the service at the end of the probation period.

5.2.1.2. On other hand, all initial appointments in the engineering services are on temporary basis with no guarantee or definite prospects of confirmation. When permanent posts fall vacant 75 per cent of such vacancies are filled by confirmation of temporary engineers in order of seniority, subject to fitness for confirmation, and the remaining 25 per cent are filled by promotion. The number of temporary posts is very large, viz, 869 post=44 per cent, 790 post=61 per cent and 467 posts=73 per cent of the total cadre of engineers in the Irrigation Department, P. W. D. and L. S. G. E. D., respectively. The bulk of these temporary posts have been in existence since many years. In spite of Government decisions to make permanent all temporary personnel who have a satisfactory record of continuous service for over three years, such decisions have not been implemented so far for one reason or other and engineers recruited to the department are seldom confirmed in less than 8 to 10 years from the date of their first appointment.

5.2.2.1. Opportunities of promotion from grade to grade, as compared even to the U. P. Civil Service are much worse. As has been explained already, all posts in the district level and above (i.e. senior scale, and higher posts) in respect of the U. P. C. S. are borne in the cadre of the Indian Administrative Service of which 25 per cent posts are filled by promotion from the U. P. C. S. The latter service should, therefore, contain only junior scale posts and a small selection grade as was the case until, 1965. Since then, on the recommendation of the Pay Rationalization Committee in 1965, large number of posts has been

sanctioned in the senior scale of pay prescribed for State services with no corresponding All India Services. Since, 1971, 50 of these senior scale posts have been further up-graded by allowing them a pay scale corresponding to that of Superintending Engineers, etc., in order to remove the sense of frustration felt by members of service due to a temporary block in their quota in the I. A. S., resulting in comparatively delayed promotions to that service.

5.2.2.2. No such consideration has, however, been shown in the case of the Engineering or other services so far. In these services owing to the comparatively much lower proportion of senior scale and higher posts in the cadre, promotion from the junior to senior scales and also from the senior scale to Superintending Engineers and equivalent posts is very much delayed. The result of this differentiation in the treatment meted out to these services will be clear from the table given in Appendix 'A' which shows that the percentage of senior scale and higher posts to the total direct recruited posts in the U. P. C. S. is 46 per cent as compared to about 25 per cent in the Irrigation and P. W. D. and 29 per cent in the L. S. G. E. D.

5.2.2.3. Further, the percentage of special grade posts on scales of pay equivalent to the Superintending Engineers etc., (including I. A. S. promotion quota) to the direct recruited posts is 13.1 per cent in the U. P. Civil Service as compared to a percentage of only about 4.5 in the Engineering Services of Superintending Engineers posts and higher to the total number of directly recruited posts. It is clear therefore, that the chances of promotion of the directly recruited P. C. S. Officers to the newly formed senior scale is about double that in the engineering services and is about three times in the case of promotions to the even more recently formed special grade (including promotion to the I. A. S.).

5.2.2.4. As stated before, the position of the senior scale and higher grades in the State services without corresponding Indian services is not correctly comparable with the State P. C. S., P. P. S., etc., but to the I. A. S., I. F. S., etc. If a comparison is made with the I. A. S., the position of the Engineering services is still more adverse. Thus, in the U. P. cadre of the I. A. S., officers with 18 years service have already been promoted to the super-time scale of Rs.2,500-2,750, whereas as many as 36 Executive Engineers in the Irrigation Department and 46 in the P. W. D. with over 22 years total service in the U. P. S. E. have not had chance yet for being considered for promotion to the Superintending Engineers grade Rs.1,300-1,600.

5.2.2.5. I do not have the corresponding numbers of posts in different grades of the medical, education and other services, but I understand the position in the case of these services are comparable with that in the Engineering services.

5.2.3. The maximum pay of the heads of important departments of Government such as Irrigation, P. W. D., L. S. G. E. D., Medical and Health Services, Education, Agriculture, etc., are at present much lower than even that of Commissioners of divisions in the I. A. S. who are in fact only regional heads of departments. There is no justification for this degradation of the important nation building departments of Government from any point of view, including financial, as Government are already paying over 50 officers of the I. A. S., at the super-time scale viz., Rs.2,500-125/2-2,750 and above; this number is expected to increase further and this scale of pay may also increase as the result of recommendation of the Central Pay Commission. The total financial burden in giving this scale of pay to a few heads of departments, who are entrusted with the execution of the most important and vital nation building activities of the Government, instead of the proposed lower scale of Rs.2,200-100-2,500, will be of the order of not more than Rs.25,000 per year which is negligible. The scale of pay proposed in the report of the Commission, for the Heads of Irrigation, P. W. D. and Medical and Health Departments only, viz. Rs.2,250-100-2,750 would be quite ineffective as the top of the scale would be reached only after five years of service in the post and few, if any, heads of the departments concerned will have more than three years of service left from the date of appointment to the post. It is, therefore, strongly recommended that the scale should be Rs.2,500-125/2-2,750 or at least Rs.2,450-100-2,750 and should be given to all the heads of departments mentioned above viz. Irrigation, P. W. D., Local Self-Government Engineering, Medical and Health, Education and Agriculture and also to the head of any

other department considered equally important by the Government. One of the seven posts in the selection grade of Rs.1,900-50-1,950-75-2,250 proposed for higher judiciary may also be converted to this scale.

5.3. The Commission had neither the time nor authentic data to suggest suitable pay scales or selection grade to make up for the variations in the prospects of promotion amongst different services of the State. Moreover, it is not possible to remedy such variations to the full extent by adjustments in the scales of pay alone. What it calls for is adjustment in the number of posts amongst the different promotional grades of each particular services, and creating special or selection grades where this is not sufficient as has been done in the case of the State Civil Service. It is, therefore, recommended that a representative High Power Committee may be formed by the Government as soon as possible, to examine the relative opportunities and avenues of promotion available to all services of the State of all categories and to suggest remedial measures where these are inordinately low or non-existent. This will go a long way in removing serious discontent amongst the services other than the State Civil Service who feel that their genuine grievances in this regard are not receiving sufficient attention by the Government.

## VI. Principles for Determination of Salary Structure

6.1. The basic principles for determination of pay scales should in my opinion be as follows :

6.1.1. Equal pay for equal work involving similar responsibilities and requiring similar qualifications and degree of competence. To comply with this principle parities amongst different categories of staff in different department have to be established and adjustments in the pay scales made on the result of horizontal comparison amongst personnel with same parity in different departments.

6.1.2. The minimum pay should be the same for all departments.

6.1.3. The maximum pay scale for the State may be taken as that of officers in the super-time scale of the Indian Administrative Service, viz. Commissioners, and scales of pay between this maximum and the minimum may be adjusted in consonance with the inter-departmental parities adopted. The length of scales should be such that there is reasonable chance of the incumbent reaching the top of the scale before retirement subject to his fitness to cross efficiency bar, if any.

6.1.4. In fixing pay scales, the chances of promotion available to each particular category of posts in each department should be taken into account. Where there is no avenue for promotion or the chances of promotion are comparatively low, a suitable selection grade should be provided to mitigate the adverse effect of stagnation. The maximum pay of the selection grade should be substantially higher than that of the ordinary scale and the length of the selection grade scale should be such that there is reasonable chance for the incumbent to reach the top of the scale before retirement. This has already been done in the case of the State Civil Service and a few other services.

6.2. For inter-departmental horizontal comparison, the following categories of staff may be considered as comparable within each category, subject to minor variations on account of difference in the standard of academic or technical qualification required and variations in the nature of work and responsibility, if any involved :

### A—Non-Gazetted Posts

(a) Minimum scale of pay will apply to all manual or field or office workers employed on work requiring no special skill, academic qualification or training.

(b) Semi-skilled workers — manual or field workers requiring some special skills and/or training such as drivers, carpenters blacksmiths, etc. For such posts the pay must be somewhat higher than the minimum and the same for all departments requiring similar skill. There should be a suitable selection grade for such posts.

(c) Where nature of skill and the specialised training and experience and/or qualification required therefor justify, the scale of pay should be on the next higher scale.

(d) Highly skilled technicians who operate sophisticated machine tools or operate complicated machinery may have to be paid much higher grades depending on their competence and training. Usually such personnel are employed on work-charged basis and, therefore, their cases do not come in the purview of this Commission.

(e) Subordinate supervisory staff requiring recognised technical diploma or higher academic qualifications.

(f) Other subordinate supervisory staff.

(g) Ministerial staff.

#### B—Gazetted Posts

(a) Junior or (Sub-Divisional or Sub-District Level) posts.

(b) Senior, i.e. District level posts (Divisional level in the case of Engineering departments).

(c) Junior administrative posts such as Superintending Engineers, Deputy Directors, Medical, etc.

(d) Senior administrative posts and heads of departments such as Chief Engineer, Additional Chief Engineer, Director, Additional Director, etc.

### VII. Recommendations in regard to Scales of Pay

7.1. By and large, the pay scales recommended in the report of the Commission are in accordance with the principles in paras 6.1.1, 6.1.2 and 6.1.3 above but owing to shortage of time a full and detailed examination of the proposed pay scales from the point of view of prospects of promotion has not been possible nor has it been possible to make a horizontal comparison of the pay scales of similar categories of posts in different departments with a view to adjusting anomalies. In the short time available to me for studying the report, I have not been able to examine these aspects in detail in respect of all departments. However, my recommendations in regard to pay scales of posts which I have been able to examine and where these are somewhat different from the corresponding recommendations made in the report are set forth in the following paragraphs:

7.2.1.1. *Ministerial Staff*—There is very great difference between the lowest scales, i.e. lower grade clerks in district level and lower offices and the highest, viz. those available in the Secretariat, Board of Revenue, etc. The avenues of promotion and chances of promotion also vary from meagre in the case of the former to reasonably good in the case of the latter. In particular the large difference between the scales of pay in the offices of the important heads of departments and Secretariat are unjustified and detrimental to the public interest as most important cases originate from the offices of the heads of department. If these are not prepared properly, then, on examination at Secretariat level, these have to be returned with comments and this results in long delays in inter-office correspondence. As explained earlier, there is no reason now for the offices of the heads of departments and of the Secretariat in the respective departments remaining separate and offices of heads of departments need, in the public interest, to be raised to Secretariat level. However, until this can be done, the scales of pay and, if necessary, qualifications and method of recruitment to the ministerial posts in the offices of the important heads of departments need to be upgraded so that the difference between the corresponding posts are minimised as much as possible. The scales of pay for ministerial posts in lower offices also need suitable adjustments on the principle that scale of pay in the regional heads of major and important departments should have parity with corresponding posts in Commissioner's office and scales of pay for district (or divisional offices in the case of engineering departments) should have parity with corresponding posts of the Deputy Commissioner's office.

7.2.1.2. My recommendations in regard to the pay scales of ministerial staff in the offices of important heads of departments such as Chief Engineer's office, Irrigation Department, Public Works Department, Local Self-Government Engineering Department, Director of Medical and Health Services, Director of Agriculture, Director of Education, etc. and corresponding lower offices in these departments, are given in Appendix "B".

7.2.2. *Subordinate Engineering Staff*—This category of staff has to perform a very important function in the engineering departments which are responsible for carrying out all development work involving by far the major portion of the Plan outlay of the State. There are very little chances of promotion for members of the service as only 20 per cent (or 25 per cent in P. W. D.) of the vacancies in the cadre of the U. P. S. E. is reserved for only such members as pass a qualifying examination of the standard of an engineering degree. The number of posts in U. P. S. E. that can be aspired to on this basis by members of the subordinate engineering service is very few (less than 4 to 5 per cent of the cadre strength of the subordinate engineering service) and there is no chance of promotion to those who cannot pass the difficult qualifying examination. It is, therefore, very necessary for this service to have a good selection grade which senior members of the service with good record of work can aspire to. I consider that the selection grade should be at least 15 per cent of the total cadre (including both permanent as well as temporary posts continuing for three years or more) and should have a scale of pay of Rs.500—25—750, so as to provide a substantial increase in the maximum pay. Those promoted to this scale may be appointed to the more important charges. The ordinary scale of pay of this service also needs to be raised to Rs.300—10—350—12—470—16—550.

7.2.3.1. *State Engineering and other important technical gazetted services*—As explained already the Engineering services of the State have to play a most important role in the development of the resources of the country for the benefit of the people. Members of this service along with the services responsible for nation-building activities, such as Medical and Health, Education, Scientific, Industrial and Agricultural Research, etc., deserve higher emoluments than other generalist services including those responsible for the maintenance of law and order. In the case of Medical services, this has been partially given effect to by permitting private practice or non-practising allowance in lieu thereof.

7.2.3.2. In the case of these services no corresponding all-India Service has been formed which highly qualified engineers, medical graduates, etc. could enter by open competition and thus qualify themselves for rising to higher posts, equivalent to those of the all India Services. Such specialists must, therefore, enter the Provincial Services, through competitive examination in a temporary capacity and gradually work their way up to the higher posts in their respective departments. Even these higher posts have so far been classed as inferior to corresponding posts in the all-India Services on the plea that State Service cannot compare with all-India Services.

7.2.3.4. The promotional opportunities for members of the services are also comparatively meagre as the number of posts sanctioned in the junior scale usually comprise nearly 80 per cent of the total number of posts in these cadres so that the total number of posts in senior scale and above is only 25 per cent of the junior scale posts resulting in serious stagnation. This position comprises very unfavourably with the P. C. S., P. P. S. and the Judicial Services as explained already and as depicted in Appendix "A".

7.2.3.5 The position of other State technical services must be equally bad if not worse in regard to the prospects of promotion to higher grades. There should be a certain amount of scope of upgrading sub-district (or sub-divisional) level posts to senior scale ones and some of the senior scale posts to those of Superintending Engineers and equivalent as has been done in the case of the State Civil Service. This, however, could improve the promotional opportunities to only a limited extent. In order to obviate stagnation in the lower scales to a reasonable extent, the proper remedy would be to provide a single running scale to cover both the senior and junior scales with two efficiency bars at suitable stages which could be crossed only if and when the incumbents were declared fit to hold charge of the corresponding higher post.

7.2.3.6. This single running scale combining the senior and junior scales might be Rs.550—30—700—40—900—50—1,000—EB—50—1,400—EB—50—1,600, the efficiency bar at Rs.1,000 to be crossed only if and when the Assistant Engineer is declared to be fit for holding divisional charge; the efficiency bar at Rs.1,400 to be crossed only if the officer concerned is declared fit for



promotion to the post of Superintending Engineer. On actual promotion to the post of Executive Engineer from Assistant Engineer there should be a jump of two increments in the scale. The scales of pay of the posts of Superintending Engineer and higher posts would in any case remain separate for which recommendations is made further on in the note.

7.2.3.7. I do not agree with the view expressed in the Commission's report that it is not possible to accept such a running scale. In fact I consider it to be the only suitable arrangement in the case of medical, education and research departments. However, it may not be feasible to introduce the system at this stage until the financial and other implications as well as repercussions on other services resulting from introduction of such a running scale has been studied in detail.

7.2.3.8. In the circumstances, and pending a decision in the question of introduction of a single running scale, the following scales of pay for the U. P. Engineering Services including (Irrigation, P. W. D. and L. S. G. E. D:) and other important departments of Government are recommended by me :

Junior scale	..	..	Rs.550 — 30 — 700— 40 — 900 — 50 — 1,200 — E.B. — 50 — 1,400 (20 years). The E.B. at Rs.1,200 can be crossed only if the officer is declared fit for holding charge of a division or equivalent post, such as Civil Surgeons, etc.
Senior scale	..	..	Rs.800 — 50 — 1,400 — E.B. — 50 — 1,600 (16 years). The E.B. at Rs.1,400 can be crossed only if the officer is declared fit for holding a Superintending Engineer's charge (or equivalent).

NOTE.—The extended portions of the above two scales would be operative only if there is actual stagnation as otherwise, the officer will be promoted to the higher scale before he reaches the E.B. at the extended portion of the scales.

Superintending Engineer and equivalent post	Rs.1,500 — 50 — 1,850 — 75 — 2,000 (9 years). This is a very important post involving duties of a regional head of department. The maximum of the scale must be equal at least to the maximum of the selection grade of Deputy Commissioners in the I. A. S.
---	--

Additional Head of Department such as Additional Chief Engineer, Additional Director Medical and Health.	Rs.1,950 — 75 — 2,400 (6 years)
--	---------------------------------

Head of Department Chief Engineer or Engineer-in-Chief Irrigation, Public Works, Local Self-Government Engineering Department, Director of Medical and Health Services and any other Heads of Department which may be considered by Government to be of equal importance.	Rs.2,500 — 125/2 — 2,750 (4 years) or Rs.2,450 — 100 — 2,750 (3 years). This would bring the maximum to that of Commissioner's in the I. A. S. The length of scale must not be more than 3 or 4 years.
---	--

If as the result of the recommendations of the Central Pay Commission, the maxima of the senior scale and super time scale of the Indian Administrative Service are increased, the pay scales of the Superintending Engineers, etc. and higher may be correspondingly increased.

#### 7.2.4. U. P. Civil Services—

7.2.4.1. This is one of the three State services for which a corresponding all-India service comprising all the senior scale (district level) and higher posts has been in existence since well before Independence. This service along with the other two similar State services viz. State Police service and the State Forest service should, therefore, consist only of the junior scale (sub-district



level) posts with reservation of a stipulated and suitable number or percentage of senior scale and higher posts in the corresponding All India service. Where such promotion posts to the All India service is inadequate a selection grade is given to the State service concerned to provide some increase in pay to selected senior members of the service who cannot get promotion to the All India service in reasonable time.

7.2.4.2. The position had been exactly as described above until 1965. Since then, however, this particular service has developed along somewhat peculiar lines, which is unique amongst the State services.

7.2.4.3. Prior to 1947 there was no avenue for promotion from the Provincial Civil Service to the Indian Civil service but a few senior scale (district level) and higher post in each Province were "Listed" and were filled from amongst selected senior member of the Provincial service. As such listed posts were very few, about 3 per cent of posts in the Provincial service were given a selection grade.

7.2.4.4. After Independence and the formation of the Indian Administrative service to replace the Indian Civil service, avenue of promotion to the Indian Administrative service was opened to the State Civil service by reserving 25 per cent of the senior scale posts, allotted to the State out of the I. A. S. cadre for being filled by promotion from the State Civil service. The selection grade at three per cent of the State Civil service cadre posts continued. Thus brought the U.P.C.S. into line with the structure of the Provincial Police Service. The Indian Forest Service had not then been formed and therefore the structure of the State Forest service continued to be similar to the other State services without corresponding All India services.

7.2.4.5. Subsequently, due to the increase in the quantum and nature of functions to be performed by the district level officers of the Administrative and Police services, it was found necessary by the Government to create posts of Additional District Magistrates and Additional Superintendent of Police in a number of districts to assist the District Magistrates in the performance of their functions. In the case of the Police department such additional district level posts were encadred in the All India services, thus increasing the number of posts in the Indian Police service allotted to the State. This, however, was not done in the case of Additional District Magistrates and other similar posts created in the U.P.C.S. Instead of encadring these posts in the Indian Administrative service, which would have been the proper procedure, these posts were manned by personnel from the State Civil service who were given some special pay. No senior scale in the Provincial Civil service was, however, created on this account and the selection grade continued to be 3 per cent of the permanent cadre of the Provincial Civil Service.

7.2.4.6. In 1961 or 1962 the number of posts in the selection grade was increased to 10 per cent and most of the Additional District Magistrates and equivalent posts, such as Deputy Secretary in the Secretariat came in the selection grade whilst others continued in the junior scale. As a result of the recommendations of the U. P. Pay Rationalization Committee (1965) the posts in the selection grade in the State Civil service and also most of the posts carrying special pay were for the first time converted into a senior scale which was given the same pay and status as the posts in the senior scale of other State services which did not have corresponding All India services. The number of such senior scale posts in the U.P.C.S. was fixed at 80 against the total cadre of 600 and special pay to Additional District Magistrates, etc. was stopped. Subsequently, however, there has been a rapid increase in the senior scale posts in this service and now the number of such posts is 190 in a cadre of 861 (permanent and temporary).

7.2.4.7. Again, as the result of the recommendations of a High Power Committee headed by Sri J. D. Shukla, I. C. S., a special grade in the scale of Rs. 1,300-1,600 has been created with effect from April 1, 1971 in the U.P.C.S. for a period of 15 years to minimise the sense of frustration amongst members of the service on account of delayed promotion to the I. A. S. This delay in promotion was found by the Committee to have been caused by unplanned and unsystematic recruitment policy in the past which had resulted in unduly rapid promotions in the fifties of this century and consequent comparative retardation in such promotions during the last few years. The Shukla Committee examined the prospects of promotion in this service in great detail and came to the conclusion that the advance situation in regard to the promotion to the

Indian Administrative Service would end by 1980-82 after which these special grade posts would not be necessary. It was for this reason that they recommended the special grade of 50 such posts by conversion of a corresponding number of posts in the senior scale created since 1965. It had been made clear in the report of the Committee that the pay scale of Rs.1,300-1,600 recommended by them for these temporary special grade did not imply that the posts in this grade were equivalent to the posts of Superintending Engineers etc. but had been recommended as being suitably higher than the pay of the senior scale posts.

7.2.4.8. Thus the U. P. Civil service now enjoys not only a substantial avenue of promotion to the Indian Administrative service like the State Police Service and the State Forest Service but is also rapidly developing parallel avenues of promotion to the senior scale and higher scales of pay admissible only to the State services which have no corresponding All India service. This development has caused widespread heart burning and discontent, not only in the State Police service which has been denied similar parallel avenues for promotion, but also amongst all the other State service who feel that their district level and higher posts are being downgraded by equating the pay scales of sub-district level posts in the U. P. Civil service.

7.2.4.9. The correct and unobjectionable procedure would of course, have been to have encadred the posts of Additional District Magistrates, etc., which might be considered by Government as district level and higher in status, in the corresponding scales of the I.A.S. as extensions to the cadre as has been done in the case of the Police service. If the opportunity of promotion to the I.A.S. from the U.P.C.S. was considered inadequate the proportion of promotion post should have been got increased to 33 1/3 per cent as in the case of I.F.S. or even higher.

7.2.4.10. Alternatively, the promotion to the I.A.S. could have been abolished and a suitable proportion of the senior scale as well as super time scale posts taken out of the I.A.S. and "listed" for being filled solely by promotion from the P.C.S.

7.2.4.11. I had to record this long note in regard to the structure of the U.P.C.S. to clarify the relative positions of the different State services which has become very confused due to the barrage of plausible arguments set up by the respective groups for and against this service.

7.2.4.12. The Commission, however, has to make recommendation in regard to the pay scales of the different grades of this service as they stand now. There can be no question about the junior scale of Rs.550-1,200 which has been uniformly applied to the U.P.C.S. and all other important services of the State. In case, however, it is intended to give any higher starting salary to this service on the analogy of the existing pattern, the same must, in my opinion, also be given to Engineering, Medical, Judicial, Education and other important services of the State. It can also be readily conceded that the posts of Additional District Magistrates, Deputy Secretaries to Government etc. which were placed in the senior scale on the basis of the recommendations of the Pay Rationalization Committee 1965 are equivalent to district level posts and would have been in the senior scale of I. A. S., if these had been encadred in that service. These posts may, therefore, be given the senior scale as for other services viz. Rs.800-1,450.

7.2.4.13. It cannot, however, be established on any basis that the posts for which the special grade of Rs.1,300-1,600 have been sanctioned after the appointment of this Commission and temporarily for a period of 15 years, to counteract the effect of a temporary block in the promotion quota of the I. A. S., are higher in responsibilities and status than the district level posts. According to the Shukla Committee Report, it was a mere coincidence that the scale of the special grade suggested by them happened to be the same as that of Superintending Engineers etc. It is this coincidence of pay scales that has caused most of the discontent and heart burning amongst other State services which have no corresponding All India cadre. In my opinion, it is necessary for the Commission to see that this coincidence does not continue in the revised scales proposed by us.

7.2.4.14. The scale proposed for posts carrying the pay of Rs.1,300-1,600 at present is Rs.1,400-1,800. If the temporary special grade in the P.C.S. were to be abolished and the senior scale for this service were to be brought to the scale recommended by me for Engineering and other important technical services viz. Rs.800-50-1,400-E.B.-1,600, then all senior P.C.S.

officers appointed to the more important senior scale posts, the duties and responsibilities of which are considered by Government to be substantially higher than those of district charges, could go up to Rs.1,800, by the grant of a special pay at Rs.200 admissible to Deputy Secretaries to Government. This would also remove the discontent amongst other services caused by the creation of the special grade in this service. However, if the special grade must be retained, then its pay may be revised to Rs.1,400–1,800 as proposed in the report of the Commission, but the pay scale of Superintending Engineers and equivalent posts in Engineering and important nation building departments must simultaneously be raised to Rs.1,500–2,000 as recommended in para. 7.2.3.8 of this note.

7.2.4.15. In any case, I cannot agree to the proposal contained in the report of the Commission for (a) increasing the number of senior scale posts for this service from 80 to 150 and that of the temporary special grade posts from 50 to 75 and (b) for some of the latter posts to be made permanent, to improve the promotional opportunities to this service, which are already high as compared to engineering and other services as shown in Appendix 'A'. I feel that this is an administrative matter on which Government should take decision after comparing the relative prospects of grade to grade and other promotions available to this and other corresponding State services. In respect of this service, such examination has been made in detail as late as the year 1969-70 by a High Power Committee set up under the Chairmanship of Sri J. D. Shukla, Chairman, Board of Revenue, U. P. On the recommendations of this Committee, Government have already issued a G. O., dated October 23, 1971, creating the special grade comprising 50 posts in this service for a period of 15 years. We have neither the data nor the time to examine the promotional prospects of either this or other important services such as Engineering, Medical, etc. and have accordingly made no such recommendations in respect of these latter services. In the circumstances I am definitely of the view that no recommendation should be made by the Commission in regard to increase in the number of senior scale or special grade posts in this service nor about the conversion of any of these posts into permanent ones.

#### 7.2.5. *The Civil Judiciary—*

7.2.5.1. The Judiciary performs a very important function in a civilised society with democratic form of Government. It constitutes the last refuge of a citizen for adjudication in disputes with other citizens or with the Government and for redress of any wrong that may have been done to him. For proper performance of this function, the Judiciary has to be independent of the Government and to ensure this, the scales of pay of this service must not be lower than any of the State services but may be somewhat higher.

7.2.5.2. The State Judicial service is the only State Service, without a corresponding All India service, which comprises two classes viz. the U. P. Civil Service (Judicial Branch) and the U. P. Higher Judicial service. Each of these classes of service has two grades the particulars of which along with the present numbers of posts in each grade are given in the report of the Commission.

7.2.5.3. This unique structure is the result of historical circumstances. During the British rule, the district level (viz. District and Sessions Judges) posts were held by members of the Indian Civil services (Judicial Branch) who enjoyed a quota of promotion to the Branch of the High Court of Judicature. The sub-district level posts were held by members of the Provincial Judicial service. Later some of the additional district level posts were given to the Provincial Judicial service and the incumbents were designated subordinate Civil and Sessions Judges. After Independence and the abolition of the I.C.S., no All India Judicial service was formed but the entire State Judiciary was reconstituted into two classes of State service as mentioned above and placed under the High Court of Judicature.

7.2.5.4. All recruitment to the U. P. Civil service (Judicial) is direct by competitive examination from amongst graduates in Law, whilst recruitment to the Higher Judicial service is 75 per cent by promotion from U. P. Civil service (Judicial) and 20 per cent by direct recruitment from amongst practising lawyers of not less than seven years standing. Direct recruitment to this higher service, however, is stopped since 1967 and, since then, all vacancies in the higher service are being filled by promotion from the lower service.

7.2.5.5. If this arrangement is to continue, the two classes of this service in effect would constitute one State service with four overlapping grade of time scales instead of the normal three-tier arrangement prevailing in other State

services without corresponding All India services. This has created considerable anomalies.

7.2.5.6. There is a persistent demand from the members of the Higher Judicial Service for up-grading the posts of Civil and Sessions Judges to the same scale of pay as the District and Sessions Judges. Whilst this does not seem to be justified, I see no reason why the two scales in the Higher Judicial Service cannot be combined into a single scale i.e., Rs.800-50-1,350-75-1,950-50-2,000 as practically all Civil and Sessions Judges would reach the maximum of the Rs.800-1,450 scale proposed for them and would, therefore, get Rs.1,500 or 1,550 on promotion to the post of District and Sessions Judges. Similarly, the two scales in the U. P. Civil Service (Judicial Branch) could also be combined into one viz. Rs.550-30-700-40-900-50-1,300 with or without a jump of two increments on promotion from Munsif Magistrate to Civil Judges etc.

7.2.5.7. In regard to the selection grade of Rs.1,950-75-2,250 proposed for the higher service, I am of the opinion that, in view of the importance of this service, the selection grade should be same as the scale of Additional Heads of Department in the engineering and other important development departments of Government (i.e. Rs.1,950-75-2,400 as recommended by me) and that one of the seven posts proposed in the selection grade, may be on the scale of pay that may be given to the heads of such departments (viz. Rs.2,500-125/2-2,750 or Rs.2,450-100-2,750 as suggested by me).

7.2.5.8. The above proposals would bring the service in line with other important State services without a corresponding All India Service, with somewhat higher pay and prospects; the practically certain, (though somewhat indefinite in regard to time and number) prospects of promotion to some of the posts on the Bench of the High Court of Judicature would be an additional prospect which would give the service some posts corresponding to the higher posts in the Indian Administrative Service.

#### 8. Policy in regard to pension—

8.1. Pension is in the nature of deferred pay and is granted to government servant at the end of sufficient length of continuous and approved service under the Government on his retirement voluntarily or on superannuation. It is one of the important factors in respect of Government service which counter-balances to a considerable extent higher scales of pay available for corresponding work in the private sector. The policy of Government in regard to the amount of pension and conditions applicable to its grant is, therefore, an important factor in determining scales of pay for government servants.

8.2. Pensions are as much subject to erosion due to rising prices as pay of government servants in active service. With the steeply rising prices even of essential commodities in recent years, the purchasing power of pensions granted even 10 years back on the basis of much lower basic pay scales than prevailing, has shrunk so much as to cause very severe hardship to pensioners who have no other source of income and are unable, on account of old age or poor health, to secure other employment. Such employment, in any case, is difficult to get when large numbers of younger people are unemployed.

8.3. Unless a general policy be adopted for increasing pensions regularly by allowing dearness allowance at a suitable proportion, say half or 2/3rd of that applicable to a government servant in active service drawing pay equal to the pension drawn by a pensioner, government servants would have to lay by a substantial portion of their salary during active service to provide subsistence after retirement at a reasonable level of comfort consistent with their status during service. The scale of pay allowed to the government servants must therefore take into account the necessity and amount of such provision. Determination of pay scales suitable for government servants of different categories cannot, therefore, be arrived at unless the policy of Government in regard to pensioners is specified.

8.4. Recommendations in regard to pensioners has been kept out of the purview of this Commission. We could not, therefore, take into account the effect of continuous erosion on the value of pensions granted to government servants in making our recommendations in regard to pay scales. We would suggest, however, that this aspect of the problem be examined by Government and steps taken to counteract, as far as practicable, the progressive reduction in the value of pensions.

A. C. MITRA.

# APPENDIX 'A'

	State services with corresponding All-India Services			Other State Services		
	State Police Service	State Civil Service	Judiciary	Irrigation Department	P. W. D.	L.S.G.E.D.
1. Percentage of senior scale and higher posts to total cadre. ..	16.4	29.3	44	21	21.2	23.2
2. Percentage of senior scale and higher posts to direct recruited posts in the cadre. ..	45	1.2	44.0	24.7	25.3	29.0
3. Percentage of Indian service posts to direct recruited posts in the cadre. ..	26.2	1.5	..	..	..	..
4. Percentage of Superintending Engineers' posts (or equivalent in pay) and above to direct recruited posts in the cadre (In the case of U. P. C. S. and U. P. P. S. this includes the special grade and I. A. S. and I. P. S. promotion posts)	26.2	20.7	15.7 (District and Sessions Judges posts and higher)	4.35	4.5	4.50
5. Percentage of Additional Chief Engineers' posts and above to direct recruited posts in the cadre ..	...	..	1.14	0.59	0.49	0.59

NOTE—Correct figures in regard to the Forest Services, where All-India service has been formed only recently, are not yet available.

# APPENDIX 'B'

Secretariat (as proposed in the report)			Head of Departments			Other Offices		
Description of posts	Existing pay sale	Proposed pay-scale	Description of posts	As proposed in the report	As proposed by me	Description of posts	As proposed in the report	As proposed by me
	Rs.	Rs.		Rs.	Rs.		Rs.	Rs.
Deputy Secretary ..	1,200—1,400	1,250—50—1,600.	..	..	..	..	..	..
Under Secretary ..	800—1,150	1,000—50—1,350.	P. A. Ministerial	500—25—750	450—25—650—30—800—50—950 with starting pay of Rs. 650.	..	..	..
Section Officer ..	350—750	500—25—650—30—800—50—1,000.	Head Assistant in CE.'s Office.	450—25—700	500—25—750	Head Assistant in Circle Office.	400—15—550	450—25—700
Deputy Librarian Upper Division Assistant and Reference Clerk.	355—550 200—450	500—25—750 350—15—500—20—600—25—700.	Senior Noter and Drafter, Record Keeper (Reference Clerk) in CE's office. (Reference Clerks or Record Keepers should get same pay as S. N. Ds. as in the Secretariat.)	280—450	300—8—340—10—440—12—500 300—8—340—10—440—12—500.	Senior Noter and Drafter in Circle Office.	250—7—285—9—375—10—425.	280—8—320—9—410—10—450.

Lower Division Assistant.	120—250	280—8—320— 9—410—10— 450.	Junior Noter and Drafter in C.E.'s Office.	230—380	250—7—285—9— 410—10—425.	Junior Noter and Drafter of Circle and Di- visional Offi- ce.	230—6—290— 8—330—10— 380.	230—6—290— 8—330—10— 380.
Store Keeper	120—250	250—7—285— 9—410—10— 425.	Routine Clerk, in C.E.'s Office.	200—5—250—6— 280—8—320	200—5—250—6— 280—8—320.	..	..	..
Typist and Junior grade Clerk.	100—180	200—5—250— 6—280—8— 320.	..	..	..	Routine Grade Clerk of circle and Divisional Offices.	200—5—250— 6—280—8— 320.	200—5—250— 6—280—8— 320.
Personal Assistant	200—450	350—15—500— 20—600—25— 700.	Stenographer in Chief Engin- eer's Office.	300—8—340— 10—440—12— 500.	300—8—340— 10—440—12— 500.	Head Clerks of Divisional Office	280—8—320— 9—410—10— 450.	300—8—340— 10—440—12— 500.
Private Secretary Grade I.	800—1,150	1,000—50— 1,350.	Selection grade	400—20—600	500—25—750	Stenographers of Circle Office.	250—7—285— 9—375—10— 425.	300—8—340— 10—440—12— 500.
Grade II	350—750	500—1,000	..	..	..	Stenographers of Divisional Offices	250—7—285— 9—375—10— 425.	250—7—285— 9—375—10— 425.

**Dr. Gopal Tripathi, Member, U. P. Pay Commission**

I have gone through the Report of the Commission rather hurriedly. While certainly it would have been better if it were a unanimous Report, I feel constrained to make the following observations because in making the recommendations the Commission appears to have taken a rigid view of its terms of reference and in my view the recommendations should provide maximum benefit to the maximum numbers :

*General*

1. The gap between the lowest salary and the highest salary should be reduced and the categories of scales should also be reduced further.

The upper limit for the admissibility of Dearness Allowance should be the same as for Central Services.

The rates of increment in certain new scales if any tend to be lower than those already enjoyed by the employees, the same may be rectified. Their old rates of increment should be restored and while fixing the pay it should also be ensured that no body is at a loss either immediately or in the long run.

2. Higher grade or special grade should be evolved for persons who have reached the maximum of the scale.

3. The recommendations of the Shukla Committee regarding Provincial Executive Services should be extended to other Services of the State i.e., they should also be eligible to the scale of Rs.1,400—1,800.

4. The Commission may recommend that the Provincial Executive Services should be given higher responsibilities and independent charge of the districts. They should also be tried in the Secretariat as Joint Secretary and given the chance to rise to the level of Secretaries of the Departments.

5. As in the case of Central Services and Provincial Executive Services, the other Services in the State, including those of Local Bodies, Municipalities, Universities, etc., should be given benefits of time-scale promotions.

6. The number of posts in Class II and Class I Services should be fixed on proportionate basis, so as to ensure continuous encouragement to various categories of staff.

7. The scales of Dearness Allowance, House Rent Allowance and City Compensatory Allowance should be the same as applicable to Central Government employees working in Uttar Pradesh.

*Local Bodies, Municipalities, Universities, etc.*

8. In the matter of scales of Dearness Allowance, House Rent Allowance and City Compensatory Allowance, there should be no distinction between government employees and the employees of Local Bodies, Municipalities, Universities, etc.

*Technical and Professional*

9. The pattern of pay structure should be devised keeping in view the qualification and training of Educational Services, Engineering Services, Medical Services, etc.

10. In the present world of Science and Technology where we are concerned with the development of the State, it seems desirable that the Departments like Health, P. W. D., Irrigation, Local-Self Engineering, Law, Education, Technical Education, Agriculture, Industries, which involve a high degree of technical skill, should be headed by highly qualified technical persons who should be able to rise to the rank of Secretaries of the Departments. Since 1969 there has been parity of scales between various Chief Engineers and this should be maintained.

11. The Superintending Engineers who have been holding charge of circles covering not only one district but several districts should be placed in a higher scale than the Provincial Executive Civil Services, preferably in the scale of Rs.1,600—2,000. A further probe seems necessary into the pattern and structure of all the Engineering and Technical Services in the State.

**Police Services**

12. The pay scales and chances of promotion for Administrative and Police Services in the Centre being more or less the same, the pay scale and



chances of promotion of Provincial Police Services should be at par with the Provincial Civil (Executive) Services.

*Judicial Services*

13. The recommendations of the Wanchu Committee regarding Judiciary and the Setalwad Committee's Report regarding U. P. Judicial Services, should be accepted.

14. The salary scales of Session Judges, Additional Session Judges should also be kept quite high so as to ensure in-corrupibility.

*Universities*

15. The pay scales and allowances extended by the University Grants Commission to non-teaching staff of the Central Universities should be made applicable to the non-teaching staff of the State Universities.

16. So far as the Universities are concerned, there is stagnation amongst the teaching staff and it seems appropriate to lay down the ratio of various categories of staff as 1 : 2 : 3 or 1 : 3 : 6 for Professors, Readers and Lecturers, respectively, or if this be not feasible the scale of pay of Readers and Lecturers should be merged into a running grade.

*Local Bodies and Aided Institutions*

17. In the case of lower categories of employees of Local Bodies and Aided institutions, the Government may strive to give them the same scales of pay as to its own employees of corresponding level.

January 25, 1973.

GOPAL TRIPATHI,

*Vice-Chancellor, Lucknow University,  
and Member, U. P., Pay  
Commission.*

To,

THE FINANCE SECRETARY TO UTTAR PRADESH GOVERNMENT,  
COUNCIL HOUSE,  
LUCKNOW.

SIR,

WITH REGRET, I have to dissent from the report of the U. P. Pay Commission for reasons stated below :

I regard "Social justice" to be the main objective for designing pay structure of Government employees. The concept of social justice is not merely distributive in content, it is also productive and constructive. We owe the concept of social justice to "dekalogue" of Plato, which Professor Barker translated in English as social justice, to Vosper and Justice Higgins of Australia, Justice Holmes of U. S. A., and of authors of the Constitution of League of Nations and I. L. O., in 1919. According to them, it is a kind of justice which ensures to a group to obtain as much from gross national product as it contributes. It is, therefore, a constructive justice designed to give to groups benefits commensurate with the proportion of their contribution to national economic growth. Has the Pay Commission been able to achieve this objective through its recommendations? To me, it seems, it was trying to secure peace in the manner an industrial tribunal or a labour court does, while adjudicating over the respective claims of employers and employees in a capitalistic frame-work.

The Pay Commission claims to base its decisions in regard to pay, amongst others, on two counts. One, of nutritional requirements and the other of capacity to pay. The concept of dietary requirements is based upon the need for supplying as much calorific energy as the labour of a person requires. The Commission seems to have used it erroneously as an abstract concept. The Commission has made unnecessary fetish of the concept of capacity to pay, which has been borrowed from one of the decisions of the Supreme Court, which in turn borrowed it from an American Economist, Mr. Burns. Professor Burns might have been thinking of American Society when he evolved this principle. It is, therefore, of little relevance to a developing economy. In a country which is poised for a battle against poverty the real principle should be to consider potentialities of increase in gross national product instead.

Even, according to Mr. Burns, capacity to pay has to be assessed not only on the basis of resources of the employer at the time of determination of wage, but also after comparing the resources of the day with those when wages were fixed last. The correct principle according to me is to find out to what extent expenditure of a rupee on salaries has accelerated economic growth after independence and comparing it what it could do in the decade to follow.

The Pay Commission in its report has referred to the concept of equal pay for equal work, which was designed by I. L. O. originally to mitigate anomalies in the pay structure of male and female workers. It has been applied by the Commission to the salaries of government employees, *inter se*, but in the most unsatisfactory manner.

The Commission has quoted a number of authorities while discussing principles to be followed in fixing salaries of government employees, including the report of Royal Commission on public services appointed in 1953 by the Government of U. K., called the Priestley Commission. It has, however, failed to take a lesson from it that salaries of employees in the Government sector should be comparable to the salaries of employees in non-Government sectors.

The Commission has enunciated five principles to justify wage-differential created by it. First, was the consideration of the nature of job and responsibility attached to it. Has the Commission undertaken any job analysis or, the analysis of responsibilities? How could the Commission apply this principle without such analysis? The second principle according to the Commission was the need of considering training, education and experience required for a job. Indeed, this principle is both relevant and laudable. But, the third principle of keeping in view the method of recruitment defeats its application. Consideration of the method of recruitment becomes irrelevant in view of the second principle. The fourth and fifth principles of keeping in view service conditions and conditions of promotions are vague.

In conclusion, I find that the pay scheme evolved by the Commission will perpetuate a *status quo* continuing from the days of the report of Islington Commission. While, considering the report of the U. P. Pay Commission, I am reminded of the historical oration of Dr. Sampurnanand on the subject in the U. P. Legislature on July 16, 1947, both in regard to its failings as also the objectives it should have pursued. Dr. Sampurnanand, an erudite scholar, and father of industrial jurisprudence in the State in his own right, addressing the Legislature had said, "Salaries with their numerous gradations bear very little relation to capacity or responsibility. Where an attempt is made to equate these intangibles with money, it fails miserably. The only solution lies in trying to work up to the golden maxim or Karl Marx 'From each according to his capacity, to each according to his needs.' Obviously, this requires a new orientation of our thought and a new socio-economic order of society in which snobbish class distinctions shall have ceased to exist and exploitation of man by man rendered an impossibility. Our province with its robust radical traditions should take a lead in ushering in that change."

Because of practical difficulties I know, the report of the Commission cannot be recast on lines indicated above, and therefore, I am left only with the option of suggesting amendments in recommendation made by the Commission. My recommendations are :

- (1) The salary of the lowest-paid employee and the salary of the highest paid one should bear the ratio of 1 : 10.
- (2) In view of my recommendation made above, no employee in the organised sectors should get a salary lower than Rs.200 p.m.
- (3) Wages in the productive sector should be given a weightage over those determined for the ministerial sector.
- (4) These recommendations should be implemented retrospectively from the date the Commission was appointed or, the employees be given two advance increments.

February 4, 1973.

Sincerely Yours,  
JAGDISH CHANDRA DIKSHIT, M. P.,  
Member,  
U. P. Pay Commission.

---

## **PART—II**

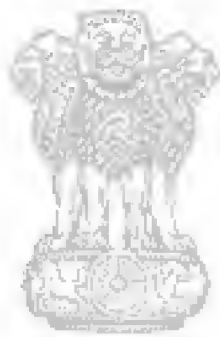
### **PROPOSED PAY SCALES**

**(Government Departments including the U. P. State Road Transport Corporation and Medical Colleges, Homoeopathic College, State Ayurvedic Medical College, State Board of Ayurvedic and Unani Medicines; Homoeopathic Medicine Board).**

---



सत्यमेव जयते



सत्यमेव जयते

## PART II

### CONTENTS

<i>Serial no.</i>		<i>Page nos.</i>
<b>1. Appointment Department</b>		
(a) <i>State Services—</i>		
(1) U. P. Civil (Judicial) Service .. .. .		1
(2) U. P. Higher Judicial Service .. .. .		1
(3) U. P. Civil Service (Executive Branch) .. .. .		1
(4) U. P. Judicial Officer's Service .. .. .		2
(5) U. P. Police Service .. .. .		2
(b) U. P. Public Service Commission .. .. .		2
(c) Officers' Training School, Naini Tal .. .. .		3
<b>2. General Administration Department</b>		
(1) Chief Inspectorate of Government Offices .. .. .		5
(2) Entertainment and Betting Tax Department .. .. .		5
(3) Wasika Office, Lucknow .. .. .		6
<b>3. Secretariat Administration Department</b>		
U. P. Secretariat .. .. .		7
<b>4. Confidential Department</b>		
Governor's Secretariat .. .. .		10
<b>5. (i) Legislative Assembly Secretariat</b>		12
<b>(ii) Legislative Council Secretariat</b>		14
<b>6. Judicial Department</b>		
(1) High Court .. .. .		15
(2) Judicial Secretary's Branch .. .. .		16
(3) Subordinate Civil Courts in Uttar Pradesh .. .. .		16
(4) Advocate General, High Court, Allahabad .. .. .		18
(5) Administrator General and Official Trustee, Allahabad .. .. .		19
(6) Election Directorate .. .. .		19
(7) District Staff (Elections Department) .. .. .		20
<b>7. Revenue Department</b>		
(1) Board of Revenue (Headquarters Establishment) .. .. .		21
(2) Integrated Collection Scheme .. .. .		22
(3) District Land Reforms Establishment .. .. .		22
(4) Establishments Under Assistant Compensation Commissioner and Agricultural Income Tax .. .. .		23

<i>Serial no.</i>		<i>Page nos.</i>
(5) Accounts Organization .. .. .	23	
(6) Tahsildars, Naib-Tahsildars, Peshkars and Land Records Establishment ..	23	
(7) Land Acquisition Establishment (Headquarters) .. .. .	24	
(8) Units of Land Acquisition at District Level .. .. .	25	
(9) Government Estates .. .. .	25	
(10) Stone Mahal, Mirzapur .. .. .	26	
(11) Establishment of the Divisional Commissioners' Offices .. .. .	26	
(12) Collectorate and Subordinate Establishments .. .. .	27	
(13) Establishment of District Treasuries and Sub-Treasuries .. .. .	28	
(14) Consolidation Commissioner's Organization .. .. .	28	
(15) District Gazetteer Office, U. P. .. .. .	31	
(16-a) State Soldiers' Sailors' and Airmen's Board .. .. .	31	
(b) District Soldiers', Sailors' and Airmen's Board .. .. .	32	
<b>8. Transport Department</b>		
(1) Transport Commissioner's Organization .. .. .	33	
(2) U. P. State Road Transport Corporation .. .. .	35	
<b>9. Forest Department</b>		
(1) Office of the Chief Conservator of Forests .. .. .	40	
(2) Directorate of Tourism .. .. .	45	
<b>10. Finance Department</b>		
(1) Establishment under Finance Department .. .. .	47	
(2) Sales Tax Commissioner's Organization, including that of Judges ..	47	
(3) Finance and Accounts Service and allied Senior and Promotion Posts ..	49	
(4) Examiner Local Fund Accounts .. .. .	50	
(5) Co-operatives and Panchayats Audit Organization .. .. .	50	
(6) Registration and Stamps Establishments. .. .. .	52	
(7) Directorate of National Savings .. .. .	54	
(8) Directorate of Treasuries .. .. .	54	
(9) Directorate of Lottery .. .. .	55	
(10) Registrar, Firms and Societies .. .. .	55	
(11) Establishment under Senior Accounts Officer (Headquarters) .. .. .	56	
(12) Mukhya Vitta Adhikari (Zila Parishads) .. .. .	57	
<b>11. Industries Department</b>		
(1) Directorate of Industries .. .. .	58	
(2) Superintendent, Printing and Stationery, U. P., .. .. .	73	

<i>Serial no.</i>				<i>Page nos.</i>
(3)	Government Precision Instruments Factory, Lucknow	..	..	80
(4)	Directorate of Geology and Mining	..	..	82
(5)	Provincial Textile Controller	..	..	84
(6)	Organization of the Sugar Commissioner	..	..	85
<b>12.</b>	<b>Food and Civil Supplies Department</b>			
(1)	Food and Civil Supplies Organization.	..	..	86
(2)	Weights and Measures Wing	..	..	88
(3)	Staff of the Office of the Liaison Officer, Calcutta	..	..	89
(4)	Assistant Commissioner, Food and Civil Supplies, Lucknow	..	..	89
(5)	Directorate of Movements, U. P.	..	..	89
<b>13.</b>	<b>Medical and Public Health Department</b>			
(1)	Directorate of Medical and Health Services	..	..	91
(2)	Nursing Services	..	..	92
(3)	Maternity and Child Welfare	..	..	93
(4)	Directorate of Medical and Health Services Ministerial Staff	..	..	93
(5)	Ministerial staff of Civil Surgeons' and District Health Offices	..	..	94
(6)	Mental Hospitals	..	..	95
(7)	Malaria and Filariasis Unit	..	..	97
(8)	Epidemiology	..	..	98
(9)	State Health Transport Organization	..	..	99
(10)	Provincial Hygiene Institute	..	..	100
(11)	Public Analyst Branch and Para Medical Staff	..	..	100
(12)	Small Pox Scheme	..	..	102
(13)	Drugs Section	..	..	102
(14)	Vital Statistics Section	..	..	102
(15)	T. B. Scheme	..	..	102
(16)	Leprosy Control	..	..	103
(17)	Venereal Diseases	..	..	103
(18)	Employees State Insurance Scheme	..	..	103
(19)	Family Planning Department	..	..	104
(20)	Government Medical Colleges and Hospitals	..	..	106
(21)	Dental Clinics	..	..	112
(22)	T. B. Demonstration and Training Centre, Agra	..	..	112
(23)	Pharmacy Training Centres	..	..	112

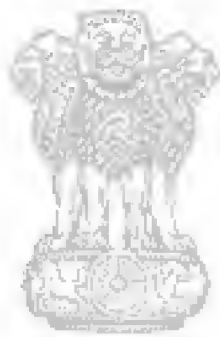
<i>Serial no.</i>		<i>Page nos.</i>
(24)	King George's Medical College, Lucknow .. .. .	112
(25)	Gandhi Memorial and Associated Hospitals, Lucknow .. .. .	117
(26)	Ayurvedic and Unani Directorate and State Pharmacy of Ayurvedic and Unani Medicines .. .. .	122
(27)	State Pharmacy .. .. .	123
(28)	Board of Indian and Unani Medicines .. .. .	124
(29)	State Ayurvedic and Unani Services .. .. .	124
(30)	Inspectorate of Ayurvedic and Unani Medicines .. .. .	124
(31)	State Ayurvedic Medical College, Lucknow .. .. .	125
(32)	Ayurvedic Mahavidyalaya, Varanasi .. .. .	126
(33)	Government Homeopathic Hospitals (Integrated) .. .. .	128
(34)	National Homeopathic Medical College and Hospital, Lucknow .. .. .	128
(35)	Homocopathic Medicine Board .. .. .	129
<b>14.</b>	<b>Home Department</b>	
(1)	Civil Police, P. A. C., Prosecution Branch, etc. .. .. .	130
(2)	Fire Service .. .. .	131
(3)	Radio Section .. .. .	131
(4)	Motor Transport Section .. .. .	132
(5)	Police Training College, Moradabad .. .. .	133
(6)	Shorthand Reporters and other Staff at Headquarters .. .. .	133
(7)	U. P. Police Headquarters: Cadre including C.I.D./Intelligence .. .. .	134
(8)	District Executive Force Cadre (Including P.A.C., Radio Section, Police Central Stores and P. M. T. Workshop, Sitapur) .. .. .	134
(9)	Forensic Science Laboratory .. .. .	134
(10)	Chemical Examiner .. .. .	135
(11)	Government Railway Police .. .. .	136
(12)	Vigilance Commission and Administrative Tribunal .. .. .	137
(13)	Directorate of Vigilance .. .. .	137
(14)	Civil Defence Organization .. .. .	139
(15)	Home Guards Organization .. .. .	140
(16)	Inspector General of Prisons .. .. .	144
<b>15.</b>	<b>Planning Department]</b>	
(1)	Establishment under the Secretary to Government, Planning Department	149
(2)	Economics and Statistics Department (Directorate) .. .. .	149
(3)	Planning Research and Action Institute .. .. .	151
(4)	State Planning Institute .. .. .	160
(5)	Directorate of Evaluation .. .. .	161



<i>Serial no.</i>		<i>Page nos.</i>
<b>16. Excise Department</b>		
(1) Excise Commissioner's Organization .. .. .		163
(2) Excise (Prohibition and Social Uplift) .. .. .		164
<b>17. Relief and Rehabilitation Department</b> .. .. .		165
<b>18. Harijan Sahayak and Samaj Kalyan Vibhag</b> ..		
(1) Harijan Sahayak .. .. .		167
(2) Samaj Kalyan .. .. .		171
<b>19. Education Department</b>		
(1) U. P. Educational Services (Senior/Junior Scales) .. .. .		175
(2) Government Post Graduate and Degree Colleges (Teaching Staff) .. .. .		179
(3) Subordinate Educational Service (Gazetted) Inspecting Branch .. .. .		179
(4) Special Subordinate Educational Service .. .. .		181
(5) Subordinate Educational Service (Non-Gazetted) Teaching, Inspecting and other posts .. .. .		182
(6) Junior High Schools (Senior Basic and Basic Primary Schools of the merged Tehri and Rampur States) .. .. .		185
(7) Government Model Schools .. .. .		186
(8) Assistant Masters/Assistant Mistresses of the J. T. C./H. T. C. grades and Matrons of Government Girls' Schools .. .. .		186
(9) Government Oriental College, Rampur .. .. .		187
(10) Government Nursery Schools and Sanskrit Pathshalas .. .. .		187
(11) Junior High Schools and Primary Schools of Municipal Boards/Corpora- tions/Zila Parishads (now under the control of U. P. Board of Basic Edu- cation) .. .. .		188
(12) National Cadet Corps .. .. .		188
(13) Pradeshiya Shiksha Dal Yojna .. .. .		189
(14) Ministerial Employees of the Board of High School and Intermediate Education .. .. .		190
(15) Directorate of Education (Ministerial Establishment—Class III) .. .. .		191
(16) Office of the Registrar, Departmental Examinations .. .. .		192
(17) Government Educational Institutions .. .. .		192
(18) Directorate of Education—Class IV Employees .. .. .		192
<b>20. Technical Education Department</b>		
(1) Technical Education Directorate (Headquarters) .. .. .		193
(2) Board of Technical Education .. .. .		194
(3) Government Polytechnics/Northern Regional Institute of Printing Tech- nology, Allahabad/Leather Institutions of Kanpur and Agra/Government Central Textile Institute, Kanpur/Government Girls Polytechnic, Lucknow .. .. .		195
(4) Government Secondary Technical Schools .. .. .		205

<i>Serial no.</i>		<i>Page nos.</i>
<b>21. Labour Department</b>		
(1) Labour Commissioner's Organization .. .. .		206
(2) Industrial Tribunals .. .. .		212
(3) Directorate of Training and Employment .. .. .		214
(4) Government Industrial Training Institutes .. .. .		220
<b>22. Cultural Affairs and Scientific Research Department</b>		
(1) Directorate of Cultural Affairs and Scientific Research .. .. .		229
(2) U. P. State Observatory, Naini Tal .. .. .		229
(3) State Archaeological Department, Lucknow .. .. .		231
(4) State Archives, Allahabad .. .. .		231
(5) State Archaeological Museum, Mathura .. .. .		232
(6) State Museum, Lucknow .. .. .		233
(7) Bhatkhande College of Hindustani Music, Lucknow .. .. .		234
(8) Government College of Arts and Crafts, Lucknow .. .. .		235
<b>23. Public Works Department</b>		
(1) Chief Engineer, P. W. D. .. .. .		237
(2) Government Estates Department of the Uttar Pradesh Secretariat in the Public Works Secretary's Branch .. .. .		240
<b>24. Irrigation Department</b>		
Chief Engineer, Irrigation Department .. .. .		243
<b>25. Irrigation and Public Works Departments—Technical Audit Cell</b> .. .. .		258
<b>26. Power Department</b>		
Electrical Inspectorate .. .. .		259
<b>27. Local Self-Government and Housing Department</b>		
(1) Chief Engineer, L. S. G., E. D. .. .. .		261
(2) Chief Town and Country Planner .. .. .		263
(3) Directorate of Local Bodies .. .. .		265
(4) Regulated Areas in Uttar Pradesh .. .. .		266
(5) Government Nazul .. .. .		266
<b>28. Information Department</b>		
(1) Information Directorate (Headquarters) .. .. .		268
(2) Information Directorate (District Level) .. .. .		272
(3) Hindi Samiti (Information Directorate) .. .. .		273

<i>Serial no.</i>		<i>Page nos.</i>
<b>29. Agriculture Department</b>		
(1) Directorate of Agriculture .. .. .	274	
(2) Directorate of U. P. Institute of Agricultural Sciences, Kanpur .. .. .	284	
(3) Directorate of Fruit Utilization .. .. .	296	
<b>30. Animal Husbandry Department</b>		
(1) Directorate of Animal Husbandry .. .. .	303	
(2) U. P. Pashu Chikitsa and Pashupalan Mahavidyalaya, Mathura .. .. .	313	
(3) Directorate of Fisheries .. .. .	319	
<b>31. Cane and Co-operative Departments</b>		
(1) Cane Commissioner's Organization .. .. .	323	
(2) Registrar, Co-operative Societies .. .. .	326	
(3) Co-operative Administration Tribunal .. .. .	329	
<b>32. Panchayati Raj Department</b>		
(1) Directorate of Panchayati Raj .. .. .	330	
(2) Pradeshik Vikas Dal .. .. .	332	
<b>33. Community Development Department</b>		
(1) Agricultural Production Commissioner's Office (including Community Development) .. .. .	334	
(2) Rural Manpower and Minor Irrigation .. .. .	338	
<b>34. Special Pays</b> .. .. .	341	



सत्यमेव जयते

# I. APPOINTMENT DEPARTMENT

Serial number	Designation of post or service	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (a) STATE SERVICES

### (1) U. P. Civil (Judicial) Service

(i) Munsif Magistrate	Rs.300—900 with a start of Rs.350.	a	Rs.550—30—700—40—900—50—1,200.	The question of allowing higher starting salary to be decided by Government.
(ii) Civil Judges/Judges, Small Causes Court (U. P. Civil Judicial Services).	Rs.400—1,000	..	Rs.650—30—800—40—1,000—50—1,300.	

### (2) U. P. Higher Judicial Service

(i) Civil and Sessions Judges	Rs.600—1,250	..	Rs.800—50—1,450.	
(ii) District Judges/Additional District Judges.	Rs.800—1,800	..	Rs.1,000—50—1,350—75—1,950—50—2,000.	We also recommend that seven of the permanent posts of District Judges be created in the Selection grade of Rs.1,900—50—1,950—75—2,250.

### (3) U. P. Civil Service (Executive Branch)

1 Ordinary Grade..	..	Rs.300—900 with a start of Rs.350.	Rs.550—30—700—40—900—50—1,200.	The question of allowing higher starting salary to be decided by Government.
2 Senior Scale ..	..	Rs.600—1,250	.. Rs.800—50—1,450	For about 150 or 25 per cent, whichever is less, of the permanent posts of Deputy Collectors in the Ordinary Grade.
3 Special Grade ..	..	Rs.1,300—1,600	.. Rs.1,400—50—1,500—60—1,800.	For 75 posts.

Serial number	Designation of post or service	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (4) U. P. Judicial Officers' Service—

1	Judicial Officers (U. P. Judicial Officers' Services).	Rs.300—25—400—30 700—50—900 with a start of Rs.325.	Rs.550—30—700—40 —900—50—1,200.	Fifteen per cent of the permanent posts of Judicial Officers may be in the scale of Rs.650—1,300.
2	Additional District Magistrate (Judicial) (U. P. Judicial Officers Service).	Rs.400—30—700—50 —1,000.	Rs.800—50—1,450.	
3	Additional District Magistrate (Judicial) Selection Grade) (U. P. Judicial Officers Service).	Rs.600—50—1,250		
4	Additional Commissioners (Judicial) Judicial Officers' Service.	Rs.750—1,400	Rs.1,400—50—1,800.	

## (5) U. P. Police Service

1	Deputy Superintendent of Police—Ordinary Grade.	Rs.300—900 with a start of Rs.350.	Rs.550—30—700—40 —900—50—1,200.	
2	Deputy Superintendent of Police—Senior Scale.	Rs.700—1,200 (Selection Grade).	Rs.800—50—1,450	(Senior Scale).

## (b) U. P. PUBLIC SERVICE COMMISSION ;

1	Joint Secretary ..	Rs.1,300—1,600		These posts are filled by U. P. C. S. (Executive) Branch Officers who will carry their own scales of pay.
2	Deputy Secretary ..	Rs.600—1,250 plus Rs.200 Sepcial pay.		
3	Under Secretary ..	Rs.800—950 ..	Rs.1,000—50—1,350	
4	Assistant Secretary ..	Rs.700—50—850 ..	Rs.800—50—1,100.	
5	Assistant Accounts Officer .	Rs.250—25—400— 30—700—50—750.	Rs.450—25—650—E.B. —30—800—E. B.—50 —950.	
6	Superintendent Private Secretary	Rs.515—40—715 ..	Rs.500—25—650—E.B. —30—800—E. B.—50 —1,000.	
8	Assistant Superintendent ..		Rs.500—25—625—E.B. —25—750.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
9	Upper Division Assistant ..	Rs.200—15—350—20—450.	Rs.350—15—500—E.B.—20—600—E.B.—25—700.	
10	Stenographer ..	Rs.200—15—350—20—450.	Rs.350—15—500—E.B.—20—600—E.B.—25—700.	
11	Personal Assistant (Gazetted)	Rs.250—550	Rs.500—25—650—E.B.—30—800—E.B.—50—1,000.	
12	Treasurer	Rs.200—15—380—20—400.	Rs.350—15—500—E.B.—20—600—E.B.—25—700.	
13	Accountant			
14	Reference Clerk			
15	Care-taker ..	Rs.160—8—200—10—280.	Rs.280—8—320—E.B.—9—410—E.B.—10—450.	
16	Lower Division Assistant ..	Rs.120—6—180—10—250.	Rs.280—8—320—E.B.—9—410—E.B.—10—450.	
17	Librarian ..	Rs.120—6—180—10—250.	Rs.300—8—340—E.B.—10—440—E.B.—12—500.	
18	Stationery Clerk	Rs.100—4—120—5—180.	Rs.200—5—250—E.B.—6—280—E.B.—8—320.	
19	Typist			
20	Tube-well Operator, Attendant-Jamadar, Jamadar, Daftari, Bundle Lifter, Cyclostyle Operator.	Rs.60—1—80	Rs.170—2—190—E.B.—3—205—E.B.—4—225.	
21	Bank Massenger, Peon, Mali, Mazdoor, Mate Mali, Waterman, Farrash, Chaukidar, Mistri, Sweeper.	Rs.55—1—75	Rs.165—2—185—E.B.—3—215.	

## (c) OFFICERS' TRAINING SCHOOL, NAINI TAL

1	Principal ..	Supertime scale of I.A.S.	These officers carry own pay.	Officers will their grade
2	Vice Principal ..	Rs.1,300—1,600 (Special Grade of U.P.C.S.).		
3	Lecturer ..	Member of Higher Judicial Service.		
4	Administrative Officer ..	Rs.300—900 (U.P.C.S.)	Rs.550—30—700—E.B.—40—900—E.B.—50—1,200.	
5	Superintendent ..	Rs.250—15—325 ..	Rs.400—15—475—E.B.—15—550.	

Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
6	Librarian ..	Rs.150—8—190—10 —260—12—320— 15—350.	Rs. 300—10—350—E.B. —12—470—E.B.—16— 550.	
7	Stenographer ..	Rs.160—8—200—10 —260—12—320.	Rs.300—8—340—E.B. —10—440—E.B.—12 —500.	
8	Confidential Assistant-cum- Store-keeper.	Rs.140—8—180—10 —280.	Rs.280—8—320—E.B. —9—410—E.B.—10— 450.	
9	Upper Division Assistant ..	Rs.120—6—180—10 —250.	Rs.250—7—285—E.B. —9—375—E.B.—10— 425.	
10	Treasurer-cum-Accountant	Rs.120—6—180—8 —220.	Rs.230—6—290—E.B. —8—330—10—380.	
11	Typist ..	Rs.100—4—120—5 —180.	Rs.200—5—250—E.B. —6—280—E.B.—8— 320.	
12	Driver ..	Rs.80—3—140 ..	Rs.185—3—215—E.B. —4—235—E.B.—6— 265.	
13	Daftari ..	Rs.60—1—80 ..	Rs.170—2—190—E.B. —3—205—E.B.—4— 225.	
14	Peon, Chaukidar, Mali, Far- rash, Waterman, Sweeper.	Rs.55—1—75 ..	Rs.165—2—185—E.B. —3—215.	



## 2. GENERAL ADMINISTRATION DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

### (1) CHIEF INSPECTORATE OF GOVERNMENT OFFICES

1	Chief Inspector ..	Rs.400—1,000	..	Rs.650—30—800—40—1,000—50—1,300.
2	Superintendent Inspector ..	Rs.350—550	..	Rs.500—25—625—25—750.
3	Inspector-Government Offices	Rs.350—550	..	Rs.500—25—625—25—750.
4	Head Clerk ..	Rs.150—260	..	Rs.280—8—320—9—410—10—450.
5	Senior Inspector Reviewer ..	Rs.120—250	..	Rs.250—7—285—9—375—10—425.
6	Inspection Reviewer ..	Rs.120—220	..	Rs.230—6—290—8—330—10—380.
7	Accountant ..	Rs.120—220	..	Rs.230—6—290—8—330—10—380.
8	Routine Grade Clerk ..	Rs.100—180	..	Rs.200—5—250—6—280—8—320.
9	Stenographer ..	Rs.120—250	..	Rs.250—7—285—9—375—10—425.
10	Bundle Lifter-cum-Daftari, Jamadar.	Rs.60—80	..	Rs.170—2—190—3—205—4—225.
11	Peon, Farrash, Orderly ..	Rs.55—75	..	Rs.165—2—185—3—215.

### (2) ENTERTAINMENT AND BETTING TAX DEPARTMENT

1	Entertainment Tax Commissioner.	I.A.S.	..		The post is held by the Sale Tax Commissioner in addition to his own duties.
2	Assistant Commissioner ..	Rs.600—50—1,250 plus Rs.50 Special pay on one post.	..	Rs.800—50—1,050—E.B.—50—1,300—E.B.—50—1,450.	
3	Assistant Commissioner (Post in abeyance).	Rs.300—25—400—50—700—50—900.	..	Rs.550—30—700—E.B.—40—900—E.B.—50—1,200.	
4	Entertainment and Betting Tax Inspector, Grade I.	Rs.200—15—380—20—400.	..	Rs.350—15—500—E.B.—20—600—E.B.—25—700.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
5	Entertainment and Betting Tax Inspector, Grade II.	Rs.160—8—200—10—280.	Rs.280—8—320—E.B.—9—410—E.B.—10—450.	
6	Head Clerk .. ..	Rs.150—6—180—10—260.	Rs.280—8—320—E.B.—9—410—E.B.—10—450.	
7	Stenographer .. ..	Rs.120—6—180—10—250.	Rs.250—7—285—E.B.—9—375—E.B.—10—425.	
8	Senior Clerk (including one post of Accountant).	Rs.120—6—180—8—220.	Rs.230—6—290—E.B.—8—330—E.B.—10—380.	
9	Junior Clerk and Typist (including Entertainment Tax Clerk).	Rs.100—4—120—5—180.	Rs.200—5—250—E.B.—6—280—E.B.—8—320.	
10	Driver .. ..	Rs.75—2—97—3—115.	Rs.175—3—205—E.B.—4—225—E.B.—5—250.	
11	Daftari/Orderly/Jamadar ..	Rs.60—1—80	Rs.170—2—190—E.B.—3—205—E.B.—4—225.	
12	Orderly Peon, Office Peon, Chaukidar, Sweeper.	Rs.55—1—75	Rs.165—2—185—E.B.—3—215.	

## (3) WASIKA OFFICE, LUCKNOW

1	Head Clerk .. ..	Rs.150—260	Rs.280—8—320—E.B.—9—410—E.B.—10—450.	
2	Record Keeper/Head Accountant.	Rs.120—250	Rs.250—7—285—E.B.—9—375—E.B.—10—425.	
3	General Accountant/Siaha-Navis-cum-Arrear Clerk.	Rs.120—220	Rs.230—6—290—E.B.—8—330—E.B.—10—380.	
4	Accountant/Ahalmad and Peshkar/Bill Clerk and First List Keeper/Second List Keeper/Typist.	Rs.100—180	Rs.200—5—250—E.B.—6—280—E.B.—8—320.	
5	Treasurer .. ..	Rs.60 Fixed	Rs.175 Fixed.	If whole-time, otherwise no revision.
6	Daftari .. ..	Rs.60—80	Rs.170—2—190—E.B.—3—205—E.B.—4—225.	
7	Peon/Female peon. ..	Rs.55—75	Rs.165—2—185—E.B.—3—215.	

### 3. SECRETARIAT ADMINISTRATION DEPARTMENT

#### U. P. SECRETARIAT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
1	Deputy Secretary ..	Rs.1,200—1,400 ..	Rs.1,250—50—1,600.	
2	Deputy Secretary to Chief Minister.	Rs.1,200—1,400 ..	Rs.1,250—50—1,600.	
3	Under Secretary ..	Rs.800—1,150 ..	Rs.1,000—50—1,350.	
4	Private Secretary, Grade I ..			
5	Petitions Officer.. ..			
6	Language Officer-cum-Minorities Officer.	Rs.700—850 ..	Rs.800—50—1,100.	
7	Officer on Special Duty (Organization and Methods).	Rs. 350—750 ..	Rs.500—25—650—30—800—50—1,000 Plus	Rs. 150 as special pay.
8	Section Officer ..	Rs. 350—750 ..	Rs.500—25—650—30—800—50—1,000.	
9	Organization and Methods Officer ..			
10	Officer on Special Duty ..			
11	Private Secretary to Chief Secretary.			
12	Private Secretary, Grade II ..			
13	Language Officer ..	Rs. 515—715 ..	Rs.500—25—650—30—800—50—1,000.	For future a post graduate degree, with a degree in Library Science may be prescribed as minimum qualification for the post of Librarian.
14	Librarian ..			
15	Deputy Librarian ..	Rs. 350—550 ..	Rs. 500—25—750	
16	Publication Assistant ..	Rs. 350—550 ..	Rs. 500—25—750	
17	Lexicon Assistant (The post is in abeyance since June 1, 1966).	Rs. 350—550 ..	Rs. 500—25—750	.. If the post is revived.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
18	Treasurer, Secretariat Administration Department (Accounts).	Rs. 200—400 .. plus Rs. 60/ Special pay under F. R. 9(25) plus Rs. 40 personal pay plus Rs. 30 special pay on security.	Rs. 400—15—175—20—575—25—750.	
19	Upper Division Assistant	Rs. 200—450 ..	Rs. 350—15—500—20—600—25—700.	
20	Personal Assistant			
21	Reference Clerk (Selection grade).			
22	Reference Clerk	Rs. 200—400 ..	Rs. 350—15—500—20—600—25—700	
23	Care-taker	Rs. 200—450 ..	Rs. 350—15—500—20—600—25—700.	
24	Assistant Librarian			
25	Treasurer-cum-Accountant	Rs. 200—400 ..	Rs. 350—15—500—20—600—25—700.	
26	Treasurer			
27	Accountant and Additional Accountant.			
28	Budget Assistant			
29	Translator/Reviser			
30	Additional Treasurer of Secretariat Administration Department (A).	Rs. 120—250 ..	Rs. 300—8—340—10—440—12—500.	
31	Assistant Treasurer of Secretariat Administration Department (A).	Rs. 120—250 ..	Rs. 280—8—320—9—410—10—450.	
32	Lower Division Assistant	Rs. 120—250	Rs. 280—8—320—9—410—10—450.	
33	Assistant Caretaker			
34	Type-writing Instructor (Under Bhasha Vibhag).			
35	Cataloguer/Indexer			
36	Store-keeper	Rs. 120—250 ..	Rs. 250—7—285—9—375—10—425	
37	Typewriter Mechanic	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
38	Telephone Monitor			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
39	Typist ..	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
40	Junior Grade Clerk ..			
41	Assistant Store-keeper ..			
42	Telephone Operator ..			
43	Urdu Typist ..			
44	Assistant Typewriter Mechanic.	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
45	Council House Head Guard	Rs. 65—90		
46	Council House Guard ..	Rs. 60—80	Rs. 175—3—205—4—225—5—250.	
47	Head Mali, Painter ..	Rs. 65—90	Rs. 170—2—190—3—205—4—225.	
48	Literate Daftari ..	Rs. 60—80	Rs. 170—2—190—3—205—4—225.	
49	Jamadar ..			
50	Daftari, Cyclostyle Operator, Farrash, Jamadar, Janitor, Sweeper Jamadar, Assistant Head Mali, Record Lifter, Book-Binder.			
51	Peon, Carpenter, Fire Guard, Bhisti, Mali, Sweeper, Farrash, Beldar, Chowkidar, Waterman, Tindail, Thelaman.	Rs. 55—75	Rs. 165—2—185—3—215.	

**4. CONFIDENTIAL DEPARTMENT**  
**GOVERNOR'S SECRETARIAT**

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
1	Secretary to the Governor ..			The post is held by an I. A. S. Officer.
2	A. D. C. to the Governor ..			The officers holding the post carry their own scale pay. Existing Special pay may continue.
3	Assistant Secretary ..	Rs. 800—950 ..	Rs. 1,000—50—1,250 —E. B.—50—1,350.	
4	Personal Secretary (Post in abeyance).			
5	Medical Officer ..	Rs. 300—25—400—30—700—50—900—100.		The officer will carry his grade pay of the P. M. S. <i>plus</i> non-practising allowance and Post-graduate allowance.
6	Superintendent ..	Rs. 515—40—715	Rs. 500—25—650.EB. —30—800—E.B.—50—1,000.	
7	Private Secretary, Grade III	Rs. 515—40—715		
8	Assistant Superintendent ..	Rs. 350—25—550	Rs. 500—25—625—E.B. 25—750.	
9	Personal Assistant, Grade I ..	Rs. 350—25—550.		
10	Upper Division Assistant ..	Rs. 200—15—350—20—450.	Rs. 350—15—500—E.B. —20—600—E. B. —25—700.	
11	Personal Assistant, Grade II (One post in abeyance).	Rs. 200—15—350—20—450.		
12	Reference Clerk ..	Rs. 200—15—380—20—400.		
13	Accountant ..	Rs. 200—15—380—20—400.		
14	Cashier ..	Rs. 200—15—380—20—400.		
15	Steward/House-keeper ..	Rs. 200—15—380—20—400.		
16	Lower Division Assistant ..	Rs. 120—6—180—10—250.	Rs. 280—8—320—E.B. —9—410—E.B.—10—450.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	
17	Compounder ..	Rs. 120—6—180—8—320.	} Rs. 230—6—290—E.B.—8—330—E.B.—10—380.	
18	Head Motor Driver ..	Rs. 120—6—180—8—320.		
19	Driver ..	Rs. 80—3—140 ..	Rs. 175—3—205—E.B.—4—225—E.B.—5—250.	
20	Daftari, Jamadar, Chobdar, Head Tindail.	Rs. 60—1—80 ..	Rs. 170—2—190—E.B.—3—205—E.B.—4—225.	
21	Peon, Assistant Tindail, Farrash, Chaukidar, Tour Furniture Bearer, Khalasi, Dispensary Sweeper.	Rs. 55—1—75 ..	Rs. 165—2—185—E.B.—3—215.	
<i>Household Staff—</i>				
22	Head Cook ..	Rs. 80—3—125 ..	} Rs. 175—3—205—E.B.—4—225—E.B.—5—250.	
23	Additional Head Cook ..	Rs. 75—2—97—3—115.		
24	Head Khidmatgar, Linen Bearer, Tailor, Head Washerman.	Rs. 65—1—80—2—90	} Rs. 170—2—190—E.B.—3—205—E.B.—4—225.	
25	Khidmatgar, Baker, Silver-Bearer, Sodawater Bearer, Mistri, Cook, Jamadar, House Bearer (Senior).	Rs. 60—1—80		
26	House Bearer (Junior Dhobi) Motor Cleaner, Livery Godown Chaukidar, Mate, Baker-mate, Mashalchi, Bhishti, Sweeper, Cook-mate, Malaria-coolie.	Rs. 55—1—75	165—2—185—E.B. 3—215.	

NOTE—Where so deemed necessary, the designations of post which have been given scales equivalent to Secretariat posts having a different designation, may be revised by the Government.

# 5. (i) LEGISLATIVE ASSEMBLY SECRETARIAT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
1	Secretary, Legislative Assembly	.. Rs. 1,200—1,400 ..	Rs. 1,250—50—1,500—50—1,600.	
2	Under Secretary	.. Rs. 800—1,150 ..	Rs. 1,000—50—1,250—50—1,350.	
3	Committee Officer	.. Rs. 700—850 ..	Rs. 800—50—1,100	
4	Section Officer	.. Rs. 350—750 ..	Rs. 500—25—650—30—800—50—1,000.	
5	Librarian	.. Rs. 515—715 ..	Rs. 500—25—650—30—800—50—1,000.	For future a post-graduate degree, with a degree in Library Science may be prescribed as minimum qualification.
6	Private Secretary to Hon'ble Speaker.	Rs. 350—750 ..	Rs. 500—25—650—30—800—50—1,000.	
7	Private Secretary to Hon'ble Deputy Speaker			
8	Private Secretary to Hon'ble Leader of Opposition.			
9	Marshal (Post in abeyance)	Rs. 200—450 ..	Rs. 350—15—500—20—600—25—700 (if revived).	
10	Marshal	.. Rs. 300—900 ..	Rs. 550—30—700—40—900—50—1,200.	
11	Reporters (one post in abeyance).	Rs. 250—600 ..	Rs. 450—25—575—25—700—30—850.	
12	Selection Grade Reporters	.. Rs. 350—650 ..	Rs. 450—25—650—30—800—50—950.	
13	Chief Reporter	Rs. 515—715 ..	Rs. 500—25—650—30—800—50—1,000.	
14	Upper Division Assistant and Upper Division Assistant cum-Caretaker.	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	
15	Reference Clerk	.. Rs. 200—400 ..		
16	Translator	.. Rs. 200—400 ..		
17	Personal Assistant (Grade II)	Rs. 200—450		



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
18	Research Assistant	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	
19	Treasurer	Rs. 160—400 (present incumbent). Rs. 120—250 (for future entrants).	Rs. 350—15—500—20—600—25—700. Rs. 280—8—320—9—410—10—450.	For present incumbent. For future entrants.
20	Treasurer	Rs. 200—400 <i>plus</i> Rs. 30 as Special pay.	Rs. 350—15—500—20—600—25—700.	
21	Deputy Librarian	Rs. 350—550	(i) Rs. 500—25—750.  (ii) Rs. 450—25—575—25—700—30—850.	For the present incumbent and those possessing the qualifications as now prescribed.  For those possessing post-graduate degree with a degree in Library Science which should be prescribed for future recruitment.
22	Assistant Librarian	Rs. 200—450	Rs. 350—15—500—E.B.—20—600—E.B.—25—700.	
23	Cataloguer	Rs. 150—350	Rs. 300—10—350—E.B.—12—470—E.B.—16—550.	
24	Lower Division Assistant	Rs. 120—250	Rs. 280—8—320—E.B.—9—410—E.B.—10—450.	
25	Typist	Rs. 100—180	Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
26	Driver	Rs. 80—140	Rs. 175—3—205—E.B.—4—225—E.B.—5—250.	
27	Typewriter Mechanic	Rs. 80—140	Rs. 185—3—215—E.B.—4—235—E.B.—6—265.	
28	Legislative Assembly Guards/ Daftari/Janitor/Jamadar/ Literate Daftari/Book Binder.	Rs. 60—80	(i) Rs. 170—2—190—E.B.—3—205—E.B.—4—225.  (ii) Rs. 175—3—205—E.B.—4—225—E.B.—5—250.	For Guards.
29	Door-keeper, Peon, Farrash, Waterman, Sweeper.	Rs. 55—75	Rs. 165—2—185—E.B.—3—215.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(ii) LAGISLATIVE COUNCIL SECRETARIAT				
1	Secretary, Legislative Council	Rs. 1,200—1,400 ..	Rs. 1,250—50—1,500— E.B. 50 1,600.	
2	Committee Officer	.. Rs. 515—715	.. Rs. 800— 50 1,100	
3	Private Secretary to the Hon'ble Chairman.	Rs. 350—750	} Rs. 500—25—650—E.B.— —30— 800 —E.B.—50— 1,000.	
4	Section Officer	.. Rs. 350—750		
5	Chief Reporter	.. Rs. 515—715	.. Rs. 500—25—650—E.B.— 30—800—E.B.—50— 1,000.	
6	Selection Grade Reporters	.. Rs. 350—650	.. Rs. 450—25—650—E.B.— 30—800—E.B.—50— 950.	
7	Reporter	.. Rs. 250—600	.. Rs. 450—25—575—E.B.— 25—700—E.B.—30— 850.	
8	Marshal	.. Rs. 200—450	} Rs. 350—15—500—E.B.— 20—600—E.B.—25— 700.	
9	Upper Division Assistant	.. Rs. 200—450		
10	Treasurer	.. Rs. 200—400		
11	Lower Division Assistant	.. Rs. 120—250	.. Rs. 280—8—320—E.B.— 9—410—E.B.—10— 450.	
12	Personal Assistant, Grade II	Rs. 200—450	.. Rs. 350—15—500—E.B.— 20—600—E.B.— 25 . 700.	
13	Driver	.. Rs. 80—140	Rs. 175—3—205—E.B.— 4—225—E.B.— 5—250.	
14	Jamadar/Daftari	.. Rs. 60—80	Rs. 170—2—190—E.B.— 3—205—E.B.—4—225.	
15	Peon/Sweeper	.. Rs. 55—75	Rs. 165—2—185—E.B.— 3—215.	

## 6. JUDICIAL DEPARTMENT

Serial number	Designation of post or service	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) HIGH COURT				
1	Deputy Registrar ..	Rs. 800—950 ..	Rs. 1,000—50—1,250— E.B.—50—1,350.	
2	Assistant Registrar ..	Rs. 700—850 ..	Rs. 800—50—1,100	
3	Principal Private Secretary to Hon'ble Chief Justice.	Rs. 700—850 ..	Rs. 800—50—1,100	
4	Assistant Principal Private Secretary to Hon'ble Chief Justice.	Rs. 515—715 <i>plus</i> Rs. 50 as special pay.	Rs. 500—25—650—E.B.— 30—800—E.B.—50— 1,000.	<i>Plus</i> Rs. 50 as special pay.
5	Private Secretary ..	Rs. 515—715	} Rs. 500—25—650—E.B.— 30—800—E.B.—50— 1,000.	
6	Librarian ..	Rs. 515—715		
7	Superintendent ..	Rs. 515—715		
8	Assistant Superintendent ..	Rs. 350—550 ..	Rs. 500—25—625—E.B.— 25—750.	
9	Personal Assistant ..	Rs. 200—450 ..	Rs. 350—15—500—E.B.— 20—600—E.B.—25— 700.	
10	Bench Secretary ..	Rs. 200—450 ..	Rs. 400—15—475—E.B.— 20—575—E.B.—25— 750.	
11	Upper Division Assistant ..	Rs. 200—450 ..	} Rs. 350—15—500—E.B.— 20—600—E.B.—25— 700.	
12	Reference Clerk ..	Rs. 200—400 ..		
13	Reviser ..	Rs. 200—400 <i>plus</i> Rs. 20 as special pay.	Rs. 350—15—500—E.B.— 20—600—E.B.—25— 700.	<i>Plus</i> Rs. 20 as special pay.
14	Translator ..	Rs. 200—400 ..	Rs. 350—15—500—E.B.— 20—600—E.B.—25— 700.	
15	Lower Division Assistant	Rs. 120—250 ..	Rs. 280—8—320—E.B.— 9—410—E.B.—10—450.	
16	Junior Noter and Drafter ..	Rs. 100—180 ..	Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
17	Jamadar, Bundle Lifter, Daf-tari, Head Mali.	Rs. 60—80 ..	Rs. 170—2—190—E.B.— 3—205—E.B.—4—225.	
18	Mali, Peon, Waterman, Far-rash, Fireman, Chaukidar, Liftman, Coolie, Sweeper, Cycle-Chaukidar, Bhisti.	Rs. 55—75 ..	Rs. 165—2—185—E.B.— 3—215.	


Serial number	Designation of post or service	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (2) JUDICIAL SECRETARY'S BRANCH

1	Research Officer ..	Rs. 300—900	} ..	Rs. 550—30—700—E.B.— 40—900—E.B.—50— 1,200.
2	Assistant Government Conveyancer-cum-Assistant Legal Remembrancer.	Rs. 300—900		
3	Parliamentary Affairs Officer ..	Rs. 350—750	..	Rs. 500—30—650—E.B.— 40—850—E.B.—50— 1,100.
4	Assistant Legal Draftsman ..	Rs. 350—750	..	Rs. 500—25—650—E.B.— 30—800—E.B.—50— 1,000.
5	Research Assistant ..	Rs. 200—450	}	Rs. 350—15—500—E.B.— 20—600—E.B.—25— 700.
6	Upper Division Assistant ..	Rs. 200—450		
7	Cataloguer ..	Rs. 120—250	..	Rs. 250—7—285— E.B.—9—375—E.B.— 10—425.

## (3) SUBORDINATE CIVIL COURTS IN UTTAR PRADESH

1	Sadar Munsarim ..	Rs. 250—325	..	Rs. 400—20—500—E.B.— 20—600.
2	Stenographer, Grade I ..	Rs. 160—320	..	Rs. 300—8—340—E.B.— 10—440—E.B.—12— 500.
3	Readers, Munsarims or Munsarim-cum-Readers of Additional District Judges and permanent Courts of Civil and Session's Judges.	} Rs. 120—250	..	Rs. 250—7—285—E.B.— 9—375—E.B.—10— 425.
4	Chief Reader/Reader of District Judges.			
5	Central Nazir			
6	Record-keeper			
7	Second Clerk			
8	Readers, Munsarims or Munsarim-cum-Readers, Temporary Courts of Civil and Sessions' Judges.	Rs. 120—220	}	Rs. 250—7—285—E.B.— 9—375—E.B.—10— 425.
9	Stenographer, Grade II ..	Rs. 120—250		
10	Stenographer-cum-Ahalmad (Now designated as Reader).	Rs. 120—250		
11	Stenographer-cum-Ahalmad (Now designated as Reader).	Rs. 120—250		

Serial num ber-	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
12	Reader or Munsarim or Munsarim-cum-Reader, Judge, Small Causes Court and Civil Judges Court.	Rs. 120—220 ..	Rs. 230—6—290—E.B.— 8—330—E.B.—10— 380.	
13	Munsarim or Munsarim-cum-Reader, Munsif's Court.			
14	Head Copyist (District and Sessions Judges Office or Court),			
15	Amin (Grade I) ..			
16	Nazir (Small Causes Court)			
17	Administrative Clerk ..			
18	Record-keeper ..		Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
19	Accountant-cum-Bill Clerk ..			
20	Deputy Nazir ..			
21	Deputy Record-keeper ..			
22	Ahalmad ..			
23	Executive Clerk ..			
24	Miscellaneous Clerk ..			
25	Decree Clerk ..			
26	Suits Clerk ..			
27	Sessions' Clerk ..			
28	Librarian ..			
29	Administrative Clerk (Also known as English Record-keeper).			
30	Amin (Grade II) ..			
31	Appeal Clerk ..			
32	Insolvency Clerk ..			
33	Third and Fourth Clerk ..			
34	Head Copyist (in Subordinate Courts).			
35	Copyist ..			
36	Assistant Nazir ..			
37	Assistant Record-keeper ..			
38	Typist, Routine Clerk ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
39	Record or Bundle Lifter ..	Rs. 60—80	Rs. 170—2—190—E.B.—3—205—E.B.—4—225.	
40	Head Mali ..			
41	Paid Apprentice ..	Rs. 75 fixed.	Rs. 200 fixed.	
42	Orderly ..	Rs. 55—75 (For Process Server Rs. 2 as special pay).	Rs. 165—2—185—E.B.—3—215.	No special pay to Process Server.
43	Peon ..			
44	Farrash ..			
45	Chaukidar ..			
46	Process Server ..			
47	Mali ..			
48	Waterman ..			
49	Sweeper ..			
50	Coolie ..			

## (4) ADVOCATE GENERAL, HIGH COURT, ALLAHABAD

1	Superintendent Litigation ..	(i) Rs. 515—715 ..	(i) Rs. 450—25—575—E.B.—25—700	If recruited directly.
		(ii) Rs. 350—750 (If a man from the cadre of Section Officer is posted otherwise Rs. 350—450.	(ii) Incumbent drawn from the Secretariat will draw his scale of pay.	
2	Personal Assistant ..	Rs. 250—550	Rs. 400—15—475—E.B.—20—575—E.B.—25—750.	
3	Head Clerk ..	Rs. 160—320	Rs. 300—8—340—E.B.—10—440—E.B.—12—500.	
4	Stenographer ..	Rs. 160—320		
5	Brief Clerk ..	Rs. 140—280	Rs. 280—8—320—E.B.—9—410—E.B.—10—450.	
6	Inspection Clerk ..			
7	Librarian ..			
8	Noter and Drafter ..			
9	Accountant ..	Rs. 120—220	Rs. 230—6—290—E.B.—8—330—E.B.—10—380.	
10	Record-keeper-cum-Accountant.			
11	Record-keeper ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

12	Routine Grade Clerk ..	Rs. 100—180	Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
13	Typist ..			
14	Bill Clerk ..			
15	Daftari and Jamadar ..	Rs. 60—80	Rs. 170—2—190—E.B.— 3—205—E.B.—4—225.	
16	Peon-Orderly, Farrash, Chaukidar, Mali and Sweeper.	Rs. 55—75	Rs. 165—2—185—E.B.— 3—215.	

## (5) ADMINISTRATOR GENERAL AND OFFICIAL TRUSTEE, ALLAHABAD

1	Head Assistant ..	Rs. 150—260	Rs. 280—8—320—E.B.— 9—410—E.B.—10— 450.	
2	Stenographer ..	Rs. 120—250	Rs. 250—7—285—E.B.— 9—375—E.B.—10— 425.	
3	Accountant ..	Rs. 120—220	Rs. 230—6—290—E.B.— 8—330—E.B.—10— 380.	
4	Assistant Accountant (Cashier)	Rs. 100—180	Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
5	Correspondence Clerk ..			
6	Record-keeper ..			
7	Librarian-cum-Accounts Clerk			
8	Miscellaneous Clerk ..	Rs. 60—80	Rs. 170—2—190—E.B.— 3—205—E.B.—4—225.	
9	Typist ..			
10	Jamadar, Daftari-cum-Farrash			
11	Dak peon, orderly, Cash peon	Rs. 55—75	Rs. 165—2—185—E.B.— 3—215.	

## (6) ELECTION DIRECTORATE

1	Joint Chief Electoral Officer and <i>ex officio</i> Joint Director of Elections.	Rs. 1,200—1,400	Rs. 1,250—50—1,600	
2	Deputy Chief Electoral Officer (Post in abeyance).	Rs. 800—1,150	Rs. 1,000—50—1,350	
3	Deputy Chief Electoral Officer and <i>ex officio</i> Deputy Director of Elections.	Rs. 800—1,150	Rs. 1,000—50—1,350	
4	Assistant Director of Elections (post in abeyance).	Rs. 515—715	Rs. 450—25—650—E.B.— 30—800—E.B.—50— 950.	
5	Head Assistant	Rs. 350—450	Rs. 450—25—700	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
6	Section Incharge	Rs. 160—320	.. Rs. 300—8—340—E.B.— 10—440—E.B.—12— 500.	
7	Stenographer ..	Rs. 160—320		
8	Senior Noter and Drafter ..	Rs. 140—280	.. Rs. 280—8—320—E.B.— 9—410—E.B.—10— 450.	
9	Junior Noter and Drafter ..	Rs. 120—220	.. Rs. 230—6—290—E.B.— 8—330—E.B.—10—380.	
10	Store-keeper ..	Rs. 120—220		
11	Routine Grade Clerk ..	Rs. 100—180	.. Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
12	Staff Car Driver ..	Rs. 80—140	.. Rs. 185—3—215—E.B.— 4—235—E.B.—6—265.	
13	Duplicator Operator ..	Rs. 60—80	.. Rs. 170—2—190—E.B.— 3—205—E.B.—4—225.	
14	Daftari ..	Rs. 60—80		
15	Peon ..	Rs. 55—75	.. Rs. 165—2—185—E.B.— 3—215.	
16	Farrash ..			
17	Chaukidar ..			

## (7) DISTRICT STAFF (ELECTIONS DEPARTMENT)

1	Election Inspector ..	Rs. 120—250	.. Rs. 300—8—340—E.B.— 10—440—E.B.—12— 500.	
2	Additional Election Inspector ..	Rs. 120—250		
3	Head Clerk/Noter and Drafter ..	Rs. 120—220	.. Rs. 230—6—290— E.B.—8—330—E.B.— 10—380.	
4	Routine Grade Clerk ..	Rs. 100—180	.. Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
5	Peon ..	Rs. 55—75	.. Rs. 165—2—185—E.B.— 3—215.	
6	Chaukidar ..	Rs. 55—75		



## 7. REVENUE DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) BOARD OF REVENUE (Headquarter's Establishment)				
1	Assistant Secretary	Rs. 700—850	Rs. 800—50—1,100	
2	Registrar	Rs. 515—715	Rs. 500—25—650—30— 800—50—1,000.	
3	Superintendent	Rs. 515—715		
4	Personal Assistant	Rs. 515—715		
5	Assistant Superintendent	Rs. 350—550	Rs. 500—25—750	
6	Field Investigator	Rs. 225—500		The incumbent on deputation will carry his own scale of pay.
7	Upper Division Assistant	Rs. 200—450	Rs. 350—15—500—20— 600—25—700.	
8	Reference Clerk	Rs. 200—400		
9	Treasurer	Rs. 200—400 plus Rs. 40 special pay.		
10	Stenographer	Rs. 200—450	Rs. 280—8—320—9— 410—10—450.	
11	Lower Division Assistant, Statistical Assistant.	Rs. 120—250		
12	Junior Noter and Drafter	Rs. 120—220		
13	Stenographer	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
14	Routine Grade Clerk/Typist	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
15	Overseer	Rs. 175—300		The staff on deputation from the Public Works Department will carry their own scales of pay.
16	Computer	Rs. 180—380		
17	Draftsman	Rs. 160—280 Rs. 120—220 Rs. 100—160		
18	Paid Apprentice	Rs. 75 fixed plus D.A.	Rs. 200 fixed.	
19	Bundle-Lifter/Daftari/Caretaker/Jamadar.	Rs. 60—80	Rs. 170—2—190—3— 205—4—225.	
20	Peon/Chaukidar/Vacuum Cleaner/Mali/Sweeper/Tindail/Fireman.	Rs. 55—75	Rs. 165—2—185—3— 215.	
21	Driver	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (2) INTEGRATED COLLECTION SCHEME

1	Officer on Special Duty	Rs. 300—900 (U. P. Civil Service).	The incumbent, if drawn from the U. P. Civil (Executive) Service, or any other service, will carry his own scale of pay.	
2	Chief Revenue Accountant	Rs. 120—250	Rs. 280—8—320—9—410—10—450.	
3	Wasil Baqi Nawis	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
4	Collection Amin (Selection Grade).	Rs. 120—220		
5	Senior Assistant	Rs. 120—220		
6	Assistant Chief Revenue Accountant.	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
7	Assistant Wasil Baqi Nawis			
8	Collection Tahsildar			
9	Naib Wasil Baqi Nawis			
10	Assistant Siaha Nawis			
11	First/Second Assistant	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
12	Routine Clerk			
13	Collection Amin	Rs. 100—160	Rs. 200—5—250—6—280—8—320.	For future the minimum qualification needs to be raised to Intermediate.
14	Collection Peon, Office Peon.	Chaukidar, Rs. 55—75	Rs. 165—2—185—3—215.	

## (3) DISTRICT LAND REFORMS ESTABLISHMENT

1	Naib Tahsildar (Z. A. C.)	Rs. 160—280	Rs. 300—8—340—10—440—12—500.	
2	Senior Clerk	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
3	Departmental Clerk	Rs. 120—220		
4	Junior Clerk	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
5	Departmental Junior Clerk	Rs. 100—180		
6	Moharrir	Rs. 75—115	(i) Rs. 185—3—215—4—235—6—265.	For those who are High School.
			(ii) Rs. 175—3—205—4—225—5—250.	For those who are Non-Matriculate.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
7	Peon/Chaukidar ..	Rs. 55—75	Rs. 165—2—185—3—215.	
8	Assistant Head Treasury Clerk ..	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
9	Treasury Clerk ..	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	

**(4) ESTABLISHMENTS UNDER ASSISTANT COMPENSATION COMMISSIONER AND AGRICULTURAL INCOME TAX**

1	Assistant Compensation Commissioner.	Rs. 600—1,250 (P. C. S.)	The P. C. S. (Executive Branch) Officer will carry his own scale of pay.	
2	Sadar Qanungo ..	Rs. 160—280	Rs. 300—8—340—10—440—12—500.	
3	Senior Clerk ..	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
4	Stenographer ..	Rs. 120—250		
5	Junior Clerk/Tax Clerk ..	Rs. 100—180		
6	Peon ..	Rs. 55—75	Rs. 165—2—185—3—215.	

**(5) ACCOUNTS ORGANISATION**

1	Chief Accountant ..	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
2	Accountant ..	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
3	Senior Accounts Clerk ..	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
4	Typist ..	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
5	Peon ..	Rs. 55—75	Rs. 165—2—185—3—215.	

**(6) TAHSILDARS, NAIB-TAHSILDARS, PESHKAR AND LAND RECORD ESTABLISHMENT**

1	Tahsildar ..	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
2	Naib Tahsildar ..	Rs. 160—280	Rs. 300—8—340—10—440—12—500.	Minimum educational qualification may be raised to graduation for future direct recruitment.
3	Peshkar ..	Rs. 160—280		

Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
4	2	3	4	5
4	Qanungo Instructor/Inspector	Rs. 180—380	Rs. 325—10—375—12 —495—16—575.	
5	Sadar Qanungo	Rs. 160—280	Rs. 300—8—340—10 —440—12—500.	
6	Supervisor Qanungo	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
7	Qanungo (Hills)			
8	Registrar Qanungo			
9	Land Records Clerk	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
10	Assistant Record-keeper			
11	Clerk, Survey and Land Records Training School, Hardoi.			
12	Assistant Registrar Qanungo	Rs. 100—160	Rs. 200—5—250—6— 280—8—320.	
13	Lekhpal (Plains and Tarai Bhawal areas of Naini Tal District).	Rs. 75—115	Rs. 185—3—215—4— 235—6—265.	
14	Lekhpal (Plains and Tarai Bhawal areas) Selection Grade.	Rs. 80—140	Rs. 200—5—250—6— 280—8—320.	
15	Patwari (Hills)	Rs. 100—160	Rs. 200—5—250—6— 280—8—320.]	
16	Assistant Patwari, Tahsil Chakrata, District Dehra Dun.	Rs. 75—115	Rs. 200—5—250—6— 280—8—320.	Government may also consider the desirability of changing the design- ation of the post from Assistant Patwari to Patwari (Hills). No dearness allowance.
17	Supernumerary Qanungo	Rs. 90 fixed	Rs. 200 fixed.	
18	Bundle Lifter	Rs. 60—80	Rs. 170—2—190—3— 205—4—225.	
19	Peon, Chainman and other employees who are pre- sently in the scale of Rs. 55—1—75.	Rs. 55—75	Rs. 165—2—185—3— 215.	
(7) LAND ACQUISITION ESTABLISHMENT (HEADQUARTERS)				
	Assistant Land Reforms Com- missioner.	Rs. 600—1,250 (P. C. S.)		The P. C. S. Officer will carry his scale of pay.
2	Tahsildar (Officer on Special Duty).	Rs. 225—500	Rs. 400—15—475—20— 575—25—750.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
3	Lower Division Employees ..	Rs. 150—350	.. Rs. 300—10—350—12—470—16—550.	
4	Reference Clerk ..	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
5	Typist ..	Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
6	Land Acquisition Amin, Board of Revenue Headquarters Office.	Rs. 80—140	Rs. 200—5—250—6—280—8—320.	
7	Chainman, Orderly Peon ..	Rs. 55—75	.. Rs. 165—2—185—3—215.	

## (8) UNITS OF LAND ACQUISITION AT DISTRICT LEVEL

1	Special Land Acquisition Officer.	Rs.300—900 (P.C.S.)		The P.C.S. Officer will carry his scale of pay.
2	Deputy Land Acquisition Officer.	Rs.225—500	.. Rs. 400—15—475—20—575—25—750.	
3	Naib Tahsildar	.. Rs.160—280	.. Rs.300—8—340—10—440—12—500.	
4	Reader-cum-Ahalmad	..	} Rs.120—220 .. Rs.230—6—290—8—330—10—380.	
5	Clerk	..		
6	Ahalmad/Clerk Land Acquisition.	Rs.100—180	} Rs.200—5—250—6—280—8—320.	
7	Amins (In districts and some other offices).	Rs.100—180		
8	Amins (Special Land Acquisition Officers Joint Organization.	Rs. 80—140		
9	Chainman, Peon, Process Server.	Rs.55—75	.. Rs.165—2—185—3—215.	

## (9) GOVERNMENT ESTATES

1	Amin Clerk, Moharrir ..	Rs.100—180	.. Rs.200—5—250—6—280—8—320.	
2	Teacher or Assistant Teacher	Rs.80—125.	(i) Rs.185—3—215—4—235—6—265.	For High School and trained.
		Trained	(ii) Rs.175—3—205—4—225—5—250.	For Junior High School and trained.
3	(1) Teacher ..	} Untrained Rs.75 fixed.	Rs.170 fixed ..	For untrained.
	(2) Assistant Teacher ..			
4	Mechanic ..	Rs.65—90	.. Rs.170—2—190—3—205—4—225.	
5	Mali, Peon, Chaukidar, Sweeper, Khallasi.	Rs.55—75	.. Rs.165—2—185—3—215.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (10) STONE MAHAL, MIRZAPUR

1	Superintendent, Stone Mahal (Tahsildar).]	Rs.225—500	.. Rs.400—15—475—20—575—25—750.	Same as for Tahsildars.
2	English Clerk ..	Rs.120—220	.. Rs.230—6—290—8—330—10—380.	
3	Ahalmad, Clerk, Moharrir ..	Rs.100—180	.. Rs.200—5—250—6—280—8—320.	
4	Mali, Mirdaha Chaukidar, Peon, Boatman.	Rs.55—75	.. Rs.165—2—185—3—215.	

## (11) ESTABLISHMENT OF THE DIVISIONAL COMMISSIONERS' OFFICES

1	Head Assistant ..	Rs.350—450	.. Rs.450—25—700.	
2	Stenographer to Commissioner.	Rs.160—320	.. Rs.400—20—600.	
3	Stenographer to Additional Commissioner. M	Rs.120—250	.. Rs.300—8—340—E.B.—10—440—E.B.—12—500.	
4	Senior Assistant and Sarish-tedar.	Rs.140—280	.. Rs.280—8—320—E.B.—9—410—E.B.—10—450.	
5	Junior Clerk and Reader etc.	Rs.120—220	.. Rs.230—6—290—E.B.—8—330—E.B.—10—380.	
6	Routine Clerk, Copyist, Record Keeper, Court Clerk, Ahalmad, Additional Copyist, Ahalmad in Additional Commissioner's Court.	Rs.100—180	.. Rs.200—5—250—E.B.—6—280—E.B.—8—320.	
7	Paid Apprentice]	.. Rs.75 Fixed	.. Rs.200 Fixed.	
8	Driver/Jeep Driver ..	Rs.75—115	.. Rs.175—3—205—E.B.—4—225—E.B.—5—250.	
9	Bundle Lifter, Daftari, Jamadar.	Rs.60—80	.. Rs.170—2—190—E.B.—3—205—E.B.—4—225.	
10	Orderly, Peon, Tindail-cum-Farrash, Mali, Chaukidar, Waterman, Sweeper.	Rs.55—75	.. Rs.165—2—185—E.B.—3—215.	
11	Machine Man (For Rota Press).	Rs.100—160	.. Rs.200—5—250—E.B.—6—280—E.B.—8—320.	
12	Assistant Machineman (Rota Press).	Rs.80—140	.. Rs.185—3—215—E.B.—4—235—E.B.—6—265.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
13	Feeder for Rota Press ..	Rs.60—80	.. Rs.170—2—190—E.B. —3—205—E.B.—4— 225.	
14	Peon (Rota Press) ..	Rs.55—75	.. Rs.165—2—185—E.B. —3—215.	
(12) COLLECTORATE AND SUBORDINATE ESTABLISHMENTS				
1	Office Superintendent ..	Rs.300—400	.. Rs.450—25—700.	
2	Stenographer to District Officer.	Rs.160—320	.. Rs.300—8—340—10— —440—12—500.	
3	Nazir, Judicial Assistant, Revenue Assistant, Revenue Record Keeper, English Record Keeper.	Rs.120—250	.. Rs.280—8—320—9— —410—10—450.	
4	Stenographer to Additional District Officer, Enquiry Clerk.	Rs.120—250	.. Rs.250—7—285—9— —375—10—425.	
5	Bill Clerk, Routine Clerk, Judicial Record Keeper, Arms Clerk, Excise Clerk, Naib Nazir, Local Bodies Clerk, Stamp Clerk, Assistant Judicial Assistant, Grade II, Assistant Revenue Assistant, Grade II, Land Acquisition Clerk, Peshkar, Suites Clerk.	Rs.120—220	.. Rs.230—6—290—8— 330—10—380.	
6	Assistant Bill Clerk, Ahalmad, Naib Nazir, Grade II, Library Clerk, Assistant Routine Clerk, Assistant Revenue Clerk, Assistant Revenue Assistant, Grade III, Assistant English Record Keeper, Assistant Judicial Assistant Grade III, Forms Keeper, Appeal Ahalmad, Assistant Record Keeper, Arranger, Weeder, Copyist, Assistant Local Bodies Clerk, Siaha Navis, Suits Clerk, Judicial Moharrir, Revenue Moharrir, Kurk Amin, Assistant Record Keeper (Indexer), Town Area Clerk, Land Acquisition Clerk, Typist, Assistant Excise Clerk ..	Rs.100—180	.. Rs.200—5—250—6— 280—8—320.	
7	Paid Apprentice ..	Rs.75 fixed	.. Rs.200 Fixed.	
8	Driver (Light Vehicles) ..	Rs.75—115	.. Rs.175—3—205—4— 225—5—250.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

9	Record Lifter Jamadar, Daf-tari etc.	Rs. 60—80	.. Rs. 170—2—190—3— 205—4—225.	
10	Peon, Revenue Peon, Water-man, Tindail, Mali, Bhishti, Chaukidar, Mahavat, Sweeper, Server, etc.	Rs. 55—75	.. Rs. 165—2—185—3— 215.	

### (13) ESTABLISHMENT OF DISTRICT TREASURIES AND SUB-TREASURIES

1	Head Clerk	.. Rs. 300—400	.. Rs. 450—25—700	
2	Assistant Head Clerk	.. Rs. 120—250	.. Rs. 250—7—285—9— 375—10—425.	
3	Bill Passing Clerk	.. Rs. 120—220	.. Rs. 230—6—290—8— 330—10—380.	
4	Routine Clerk, Siaha Navis, Assistant Siaha Navis, Col-lection Siaha Navis.	Rs. 100—180	.. Rs. 200—5—250—6— 280—8—320.	
5	Daftari Bundle Lifter	.. Rs. 60—80	.. Rs. 170—2—190—3— 205—4—225.	
6	Peon	.. Rs. 55—75	.. Rs. 165—2—185—3— 215.	
7	Government Treasurer	.. Rs. 300 to 600 de- pending on the amount of security.		They are part-time employees hence beyond our terms of reference.
8	Tahvildar	.. Rs. 100—180	.. Rs. 200—5—250—6— 280—8—320.	
9	Money Tester, Stamp, Vendor	Rs. 80—140	.. Rs. 185—3—215—4— 235—6—265.]	
10	Cash Peon	.. Rs. 55—75	.. Rs. 165—2—185—3— 215.	

### (14) CONSOLIDATION COMMISSIONER'S ORGANIZATION

#### (a) Headquarters Office including Regional Offices of Deputy Directors, Consolidation

1	Consolidation Commissioner (I. A. S. Officer).			
2	Joint Director Consolidation (I. A. S. Officer).			
3	Joint Director Consolidation (Special Grade of P. C. S.)			These posts are held by I. A. S. or P. C. S. Officers who will carry their own grade pay.
4	Deputy Director (Senior scale of P. C. S.).	Rs. 600—50—1,250 plus Rs. 100 as special pay.		
5	Assistant Director (Ordinary Grade of P. C. S.).	Rs. 300—25—400—30— 700—50—900 plus Rs. 100 as special pay.		
6	Personal Assistant (Ordinary Grade of P. C. S.).	Rs. 300—25—400—30— 700—50—900 plus Rs. 100 as special pay.		



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
7	Senior Accounts Officer ..	Rs. 600—50—1,250		The Officer belongs to the U. P. Finance and Accounts Service and will carry his own scale of that service.
8	Deputy Assistant Director ..	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
9	Superintendent ..	Rs. 350—450	Rs. 450—25—700	
10	Assistant Superintendent ..	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
11	Upper Division Assistant ..	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
12	Record Keeper ..	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
13	Assistant Record Keeper	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
14	Nazir			
15	Librarian			
16	Chief Accountant ..	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
17	Routine Clerk	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
18	Senior Accounts Clerk			
19	Routine Clerk	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
20	Junior Accounts Clerk			
21	Junior Grade Clerk			
22	Lower Division Assistant			
23	Typist			
24	Stenographer ..	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	For 10 per cent posts in this scale, the Selection grade of Rs. 400—20—600 is recommended.
25	Stenographer ..	Rs. 120—250	Rs. 250—7—280—9—375—10—425.	
26	Apprentice ..	Rs. 75 fixed plus D.A.	Rs. 200 fixed.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

27	Jeep Driver	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
28	Orderly/Jamadar/Daftari/ Bundle Lifter.	Rs. 60—80	Rs. 170—2—190—3—205—4—225.	
29	Chaukidar-cum-waterman/ Sweeper/Mali/Chaukidar/ Messenger/Office peon/ peon/Farrash-cum-water- man/Dak runner/Orderly peon.	Rs. 55—75	Rs. 165—2—185—3—215.	

## (b) Offices of Settlement Officers, Consolidation

30	Settlement Officer Consolidation (ordinary grade of P. C. S.).	Rs. 350—900 <i>plus</i> Rs. 100 as special pay.		The Officers will carry their scale in the P. C. S. (Executive Branch). Special pay may continue.
31	Assistant Settlement Officer (Consolidation).	Rs. 250—550	Rs. 450—25—650—30—800—50—950.	
32	Consolidation Officer/Rectangulation Officer.	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
33	Assistant Consolidation Officer/Assistant Rectangulation Officer.	Rs. 160—280	Rs. 300—8—340—10—440—12—500.	
34	Consolidator/Rectangulator	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
35	Head Clerk	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
36	Senior Clerk, Accounts Clerk, Correspondance Clerk.	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
37	Stenographer	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
38	Draftsman	Rs. 120—220	(i) Rs. 200—5—250—6—280—8—320. (ii) Rs. 280—8—320—9—410—10—450.	For unqualified. For qualified.
39	Lekhpal (Consolidation)	Rs. 75—115	Rs. 185—3—215—4—235—6—265.	
40	Tracer	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
41	Jeep Driver	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
42	Daftari/Jamadar	Rs. 60—80	Rs. 170—2—190—3—205—4—225.	
43	Chaukidar/Messenger/Dak-Runner/Peon/Chainman.	Rs. 55—75	Rs. 165—2—185—3—215.	

Serial number	Designation of post	Existing pay scale]	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (15) DISTRICT GAZETTEER OFFICE, U. P.

1	Assistant Editor	.. P. C. S. Senior scale.		He will carry his grade pay.
2	Compilation Officer	.. Rs. 225—500	.. Rs. 400—15—475—E.B.—20—575—E.B.—25—750.	
3	Assistant Superintendent	.. Rs. 160—320	.. Rs. 300—8—340—E.B.—10—440—E.B.—12—500.	
4	Upper Division Assistant	.. Rs. 140—280	.. Rs. 280—8—320—E.B.—9—410—E.B.—10—450.	
5	Lower Division Assistant	.. Rs. 100—180	.. Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
6	Stenographer	.. Rs. 160—320	.. Rs. 300—8—340—E.B.—10—440—E.B.—12—500.	
7	Typist	.. Rs. 100—180	.. Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
8	Head Proof Reader	.. Rs. 160—280	.. Rs. 280—8—320—E.B.—9—410—E.B.—10—450.	
9	Proof Reader	.. Rs. 120—220	.. Rs. 230—6—290—E.B.—8—330—E.B.—10—380.	
10	Peon	.. Rs. 55—75	.. Rs. 165—2—185—E.B.—3—215.	

## (16)(a) STATE SOLDIERS', SAILORS' AND AIRMEN'S BOARD

1	Secretary	.. (i) Ex-I. C. O. (P. S. C.).	(i) He will carry his own grade pay.	
		(ii) Rs. 300—900	(ii) Rs. 550—30—700 E.B.—40—900—E.B.—50—1,200.	
2	Head Assistant	.. (i) Rs. 250—325	.. (i) Rs. 400—15—550	
		(ii) Rs. 160—400 (This scale was personal to those belonging to the Secretariat.)	(ii) Rs. 350—15—500 E.B.—20—600—E.B.—25—700.	This scale will be personal to those belonging to the Secretariat.
3	Senior Assistant (Noter and Drafter).	(i) Rs. 120—250	(i) Rs. 250—1—285—E.B.—9—375—E.B.—10—425.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
		(ii) Rs. 160—400 (This scale was personal to those belonging to Secretariat.	(ii) Rs. 350—15—500— E.B.—20—600—E.B.— 25—700.	This scale will be personal to those belonging to the Secretariat.
4	Noter and Drafter ..	Rs. 120—220 ..	Rs. 230—6—290—E.B.— 8—330—E.B.—10— 380.	
5	Budget Assistant ..	Rs. 120—220 }	Rs. 230—6—290—E.B.— 8—330—E.B.—10—380.	
6	Record Keeper ..	Rs. 120—220 }		
7	Stenographer ..	Rs. 120—250 ..	R. 250—7—285—E.B.— 9—375—E.B.—10—425.	
8	Routine Grade Clerk ..	Rs. 100—180 ..	Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
9	Daftari/Jamadar Orderly ..	Rs. 60—80 ..	Rs. 170—2—190—E.B.— 3—205—E.B.—4—225	
10	Chaukidar, Peon, Mali, Sweeper.	Rs. 55—75	Rs. 165—2—185—E.B.—3 215.	
(b) DISTRICT SOLDIERS', SAILORS' AND AIRMEN'S BOARD				
1	Secretary, Grade I ..	Rs. 225—500 ..	Rs. 400—15—475—E.B.— 20—575—E.B.—25— 750.	
2	Secretary, Grade II and Grade III.	Rs. 150—260 Rs. 120—250.	Rs. 280—8—320—E.B.— 9—410—E.B.—10— 450. .	All of them may be designated as Secretary, Grade II.
3	Assistant Secretary	Rs. 120—250 ..	Rs. 250—7—285—E.B.— 9—375—E.B.—10— 425.	
4	Head Clerk ..	Rs. 120—220 ..	Rs. 230—6—290—E.B.— 8—330—E.B.—10—380.	
5	Clerk/Lower Grade Clerk ..	Rs. 100—180 ..	Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
6	Peon, Chaukidar Sweeper ..	Rs. 55—75 ..	Rs. 165—2—185—E.B.— 3—215.	

## 8. TRANSPORT DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) TRANSPORT COMMISSIONER'S ORGANIZATION				
1	Transport Commissioner ..	Senior I. A. S. scale <i>plus</i> Rs. 200 special pay.		No proposal.
2	Deputy Transport Commissioner (Administration).	Senior I. A. S. scale (The post is in abeyance.)		Ditto.
3	Deputy Transport Commissioner (Technical).	Rs. 750—1,400	.. Rs. 900—50—1,150—50 —1,400—50—1,600.	
4	Deputy Transport Commissioner (Passenger Tax and Goods Tax.)	Rs. 600—1,250	Rs. 900—50—1,150—50 —1,400—50—1,600.	
5	Deputy Transport Commissioner (Enforcement).	Rs. 600—1,250		
6	Deputy Transport Commissioner (Tribunal).	Rs. 600—1,250		
7	Executive Engineer ..	Rs. 600—1,250	Rs. 800—50—1,050—50— 1,300—50—1,450.	
8	Assistant Transport Commissioner (Administration).	Rs. 400—1,000	Rs. 800—50—1,050— 50—1,300—50—1,450.	
9	Assistant Transport Commissioner (Enforcement.)	Rs. 400—1,000		
10	Assistant Transport Commissioner (Goods Tax).	Rs. 400—1,000		
11	Assistant Transport Commissioner (Technical).	Rs. 600—1,250		
12	Regional Transport Officer	Rs. 400—1,000	.. Rs. 650—30—800—40— 1,000—50—1,300.	Seven posts be sanctioned in the scale of Rs. 800— 1,450.
13	Assistant Regional Transport Officer (Administration).	R. 300—900	Rs. 550—30—700—40— 900—50—1,200.	
14	Assistant Regional Transport Officer (Enforcement).	Rs. 300—900		
15	Assistant Transport Commissioner (Building).	Rs. 300—900		
16	Personal Assistant to Transport Commissioner.	Rs. 300—900 <i>plus</i> Rs. 100 special pay.		
17	Assistant Regional Transport Officer (Technical).	Rs. 300—900	Rs. 550—30—700—40 900—50—1,200.	
18	Assistant Transport Engineer (Store).	Rs. 300—900		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
19	General Manager (Rules) ..	Rs. 750—1,400 ..	Rs. 900—50—1,150—50—1,400—50—1,600.	
20	Passenger Tax/Goods Tax Officer.	Rs. 250 - 750 ..	Rs. 450—25-650—30—800—50—950.	
21	Tax Superintendent ..	Rs. 225—500 ..	Rs. 400—15—475—20—575—25—750.	
22	Passenger and Goods Tax Superintendent.	Rs. 200—400 ..	Rs. 350—15—500—20—600—25—700.	
23	Regional Inspector (Technical) and Technical Inspector.	Rs. 250—550 ..	Rs. 400—15—475—20—575—25—750.	
24	Assistant Regional Inspector (Technical).	Rs. 140—280 ..	Rs. 280 .. 8—320—9—410—10—450.	
25	Head Assistant ..	Rs. 350—450 ..	} Rs. 450—25—575—25—700.	
26	Head Clerk ..	Rs. 350—450 ..		
27	Statistical Assistant ..	Rs. 200—400 ..	Rs. 350—15—500—20—600—25—700.	
28	Incharge Section ..	Rs. 160—320 ..	} Rs. 300—8—340—10—440—12—500.	
29	Stenographer ..	Rs. 160—320 ..		
30	Overseer ..	Rs. 175—300 ..		The incumbent will carry his own scale of pay. On deputation from P. W. D.
31	Noter and Drafter	Rs. 140—280 ..	Rs. 280—8—320—9—410—10—450.	
32	Upper Division Assistant	} Rs. 120—220 ..	Rs. 230—6—290—8—330—10—380.	
33	Audit Clerk			
34	Draftsman ..	Rs. 120—220 (Qualified).	Rs. 280—8—320—9—410—10—450.	For I. T. I. pass.
		Rs. 100—160 (Unqualified).	Rs. 200—5—250—6—280—8—320.	For unqualified.
35	Storekeeper	} Rs. 120—220 ..	Rs. 230—6—290—8—330—10—380.	
36	Junior Accountant			
37	Lower Division Assistant	} Rs. 100—180 ..	Rs. 200—5—250—6—280—8—320.	
38	Accounts Clerk			
39	Assistant Prosecutor (Transport).	Rs. 200—400 ..	Rs. 350—15—500—20—600—25—700.	
40	Head Clerk	} Rs. 150—260 ..	Rs. 280—8—320—9—410—10—450.	
41	Head Clerk-cum-Accountant			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
42	Senior Clerk ..	Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
43	Junior Clerk ..	Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
44	Cashier ..	Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
45	Cashier ..	} Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
46	Assistant Cashier ..			
47	Accountant ..	Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
48	Stenographer ..	Rs. 120—250	.. Rs. 250—7—285—9—375—10—425.	
49	Tracer ..	Rs. 80—140	.. Rs. 185—3—215—4—235—6—265.	
50	Enforcement Driver	Rs. 75—115	.. Rs. 175—3—205—4—225—5—250.	
51	Enforcement Supervisor ..	Rs. 65—90	.. Rs. 170—2—190—3—205—4—225.	
52	Enforcement Peon ..	Rs. 60—80		
53	Daftari ..	} Rs. 60—80	.. Rs. 170—2—190—3—205—4—225.	
54	Daftari-cum-Waterman ..			
55	Bundle Lifter/Jamadar/ Daftari.			
56	Mali/Mali Coolie/Peon/ Orderly/Sweeper/Farrash.	Rs. 55—75	.. Rs. 165—2—185—3—215.	
57	Waterman/Chaukidar/Sweeper cum-Chaukidar/Sweeper/ Peon-cum-Orderly.	Rs. 55—75	.. Rs. 165—2—185—3—215.	

## (2) U. P. ROAD TRANSPORT CORPORATION

1	Chief Mechanical Engineer	Rs. 1,200—1,700	.. Rs. 1,400—50—1,500—60—1,800.
2	Deputy General Manger (Roadways).	Rs. 750—1,400 plus Special pay Rs. 150.	} Rs. 900—50—1,150—50 1,400—50—1,600.
3	Deputy General Manager (Roadways Operation).	Rs. 750—1,400 plus Special pay Rs. 150.	
4	Deputy General Manager (Roadways Development).	Rs. 750—1,400 plus Special pay Rs. 150.	
5	Regional Manager	Rs. 750—1,400	
6	Chief Accounts Officer ..	Rs. 750—1,400	

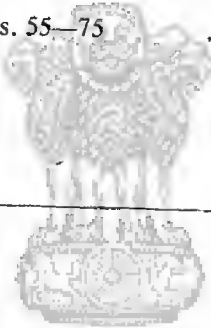
Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	
1	2	3	4	
7	Service Manager ..	Rs. 600—1,250	Rs. 800—50—1,050—50—1,300—50—1,450.	
8	Group Engineer ..	Rs. 600—1,250		
9	Stores Officer ..	Rs. 600—1,250		
10	Training Officer ..	Rs. 600—1,250		
11	Spare Parts Control Officer	Rs. 600—1,250		
12	Assistant General Manager (Roadways Operation).	Rs. 400—1,000		
13	Assistant General Manager (Roadways General).	Rs. 400—1,000	Rs. 550—30—700—40 900—50—1,200.	
14	Industrial Chemist ..	Rs. 300—900		
15	Accounts Officers (Head-quarters).	Rs. 300—900		
16	Administrative Officer ..	Rs. 300—900		
17	Labour Welfare Officer ..	Rs. 300—900	Rs. 550—30—700—40 900—50—1,200.	The m m L p Th w o o
18	Medical Officer ..	Rs. 300—900		
19	Assistant Regional Manager	Rs. 300—900		
20	Assistant Engineer ..	Rs. 300—900	Rs. 550—30—700—40 900—50—1,200.	The wi ow pa tat P.
21	(i) Accounts Officer or Regional Accounts Officer.	Rs. 300—900 (if taken from the U. P. Finance and Accounts Service).		
	(ii) Assistant Accounts Officer. (Assistant Regional Accounts Officer).	Rs. 250—750	Rs. 450—25—650—30 800—50—950.	
22	Store Superintendent ..	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
23	Senior Foreman (Class I)	Rs. 225—500		
24	Progress Superintendent ..	Rs. 300—450	Rs. 450—25—575—25—700.	
25	Traffic Superintendent ..	Rs. 200—450		
26	Station Superintendent ..	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	
27	Senior Foreman (Class II) ..	Rs. 200—400		
28	Instructor ..	Rs. 200—400		



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
29	Senior Accountant (Commercial).	Rs. 180—380	.. Rs. 325—10—375—12—495—16—575.	The incumbent will carry his own scale of pay. (from P. W. D. on deputation.)
30	Computer	.. Rs. 180—380		
31	Superintendent, Receipt and Despatch.	Rs. 150—350	Rs. 300—10—350—12—470—16—550.	
32	Head Store Keeper	.. Rs. 150—350		
33	Research Assistant	.. Rs. 150—350		
34	Store Superintendent	.. Rs. 150—350		
35	Office Superintendent	.. Rs. 250—325	.. Rs. 400—15—475—15—550.	
36	Driver Instructor	.. Rs. 200—300	Rs. 350—15—425—15—500.	
37	Stage Inspector	.. Rs. 200—300		
38	Overseer	.. Rs. 175—300	Rs. 300—8—340—10—440—12—500.	
39	Junior Foreman	.. Rs. 175—300		
40	Draftsman	Rs. 160—280		
41	Store-keeper	.. Rs. 180—280	Rs. 280—8—320—9—410—10—450.	
42	Staff Nurse	.. Rs. 150—260		
43	Senior Accountant	.. Rs. 150—260		
44	Mechanic	.. Rs. 150—260		
45	Electrician	.. Rs. 150—260		
46	Head Clerk	.. Rs. 150—260		
47	Senior Station Incharge	.. Rs. 120—250		
48	Store Accountant	.. Rs. 120—250	.. Rs. 250—7—285—9—375—10—425.	
49	Stenographer	.. Rs. 120—250		
50	Station Master	.. Rs. 120—250	.. Rs. 280—8—320—9—410—10—450.	
51	Store Keeper	.. Rs. 120—250		
52	Accountant (Commercial)	.. Rs. 120—250		
53	Gate Sergeant	.. Rs. 120—250		
54	Accountant	.. Rs. 120—250	.. Rs. 250—7—285—9—375—10—425.	
55	Supervisor (Grade 'A')	.. Rs. 150—225	.. Rs. 280—8—320—9—410—10—450.	
56	Progress Chaser I	.. Rs. 150—225		
57	Draftsman	.. Rs. 120—220		

Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
58	Junior Station Incharge ..	Rs. 120—220	.. Rs. 230—6—290—8— 330—10—380.	
59	Cashier ..	Rs. 120—220		
60	Office Assistant, Grade I ..	Rs. 120—220		
61	Assistant Electrician ..	Rs. 120—220		
62	Tin-smith ..	Rs. 120—220		
63	Senior Cashier ..	Rs. 120—220		
64	Assistant Store Keeper ..	Rs. 120—220		
65	Driver Instructor ..	Rs. 120—220		
66	Senior Clerk ..	Rs. 120—220		
67	Compounder ..	Rs. 120—220		
68	Assistant Traffic Inspector	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
69	Assistant Cashier ..	Rs. 100—180		
70	Office Assistant ..	Rs. 100—180		
71	Junior Clerk (Booking Clerk, Junior Booking Clerk).	Rs. 100—180		
72	Out Agency Clerk ..	Rs. 100—180		
73	Assistant Store Keeper ..	Rs. 100—180		
74	Store Assistant ..	Rs. 100—180		
75	Head Time Keeper ..	Rs. 100—180		
76	Assistant Gate Sergeant ..	Rs. 100—180		
77	Junior Cashier ..	Rs. 100—180		
78	Junior Clerk ..	Rs. 100—180		
79	Typist-cum-Clerk ..	Rs. 100—180		
80	Vulcaniser ..	Rs. 100—160		
81	Supervisor Grade 'B' ..	Rs. 100—150		
82	Progress Chaser II ..	Rs. 100—150		
83	Operator ..	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
84	Assistant Out Agency Clerk	Rs. 80—140		
85	Assistant Mechanic ..	Rs. 80—140		
86	Blacksmith ..	Rs. 80—140		
87	Turner ..	Rs. 80—140		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
88	Welder .. ..	Rs. 80—140	Rs. 185—3—215—4 —235—6—265.	
89	Upholsterer .. ..	Rs. 80—140		
90	Driver .. ..	Rs. 80—140		
91	Fitter .. ..	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
92	Carpenter .. ..	Rs. 75—115		
93	Painter .. ..	Rs. 75—115		
94	Assistant Vulcaniser .. ..	Rs. 65—90		
95	Fitter Grade II .. ..	Rs. 65—90	Rs. 170—2—190—3— 205—4—225.	
96	Conductor .. ..	Rs. 65—90		
97	Daftari/Jamadar Bundle lifter, Railway Dafadar	Rs. 60—80		
98	Orderly/Peon/Bhisti/Waterman Chaukidar/Mazdoor/Sw- eeper/Cleaner/Hammer- man/Mochi/Chamber Ser- vant/Treasury peon, Store Mazdoor.	Rs. 55—75	Rs. 165—2—185—3— 215.	



सत्यमेव जयते

## 9. FOREST DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) OFFICE OF THE CHIEF CONSERVATOR OF FORESTS				
1	Deputy Conservator of Forests	Rs. 600 -1,250 ..	Rs. 800—50—1,450	
2	Assistant Conservator of Forests.	Rs. 300—900 with start of Rs. 325.	Rs. 550—30—700—40—900—50—1,200.	
3	Chief Statistical Officer	.. Rs. 600—1,250 ..	Rs. 800—50—1,450.	
4	Statistical Officer	.. Rs. 300—900 ..	Rs. 550—30—700—40—900—50—1,200.	Future recruitment should be of post-graduate.
5	Agronomist ..	.. Rs. 300—900 ..	Rs. 550—30—700—40—900—50—1,200.	
6	Forest Genetics	.. Rs. 600—1,250 ..	Rs. 800—50—1,450	
7	Soil Scientist (Chemist)	.. Rs. 600—1,250 ..	Rs. 800—50—1,450	
8	Plant Ecologist	.. Rs. 600—1,250 ..	Rs. 800—50—1,450	
9	Forest Influence Officer	.. Rs. 300—900 ..	Rs. 550—30—700—40—900—50—1,200.	
10	Director Parks and Sanctuaries.	Rs. 400—1,000 ..	Rs. 650—30—800—40—1,000—50—1,300.	It is suggested that qualification for the post should not be merely graduate. 2. Proper qualification should be prescribed for the post, and appointment should be made through Public Service Commission. 3. If an officer of the U. P. Forest Service is appointed, he will get his grade pay.
11	Wild Life Warden	.. Rs. 300—900 ..		This post should ordinarily go to a Forest Service Officer.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
12	Accounts Officer	Rs. 400—1,000	Rs. 650—30—800—40—1,000—50—1,300.	The post belongs to the cadre of Uttar Pradesh Finance and Accounts Service. The scale may be the same as for Accounts Officers of the U. P. Finance and Accounts Service.
13	Medical Officer	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	The incumbents are deputed by the Medical Department. As in the case of the officers of the Medical Department.
14	Forest Rangers	Rs. 180—380	Rs. 350—15—500—20—600—25—700.	
15	Deputy Rangers	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
16	Foresters	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
17	Forest Guards and other Guards.	Rs. 60—80	Rs. 175—3—205—4—225—5—250.	
18	Plantation Jamadars and others types of Jamadars.	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
19	Moharrir	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
20	Chief Head Assistant	Rs. 350—450	Rs. 450—25—700	
21	Noter and Drafter	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
22	Stenographer	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
23	Head Assistant	Rs. 250—325	Rs. 400—15—475—15—550.	
24	Senior Clerk	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
25	Junior Clerk	.. Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
26	Stenographer	.. Rs. 120—250	.. Rs. 250—7—285—9— 375—10—425.	Selection grade for 10 per cent Rs. 300—8— 340—10—440— 12—500.
27	Noter and Drafter	.. Rs. 120—250	.. Rs. 250—7—285—9— 375—10—425.	
28	Head Clerk	.. Rs. 150—260	.. Rs. 280—8—320—9— 410—10—450.	
29	Divisional Accountant	.. Rs. 180—380	.. Rs. 325—10—375—12— 495—16—575.	
30	Range Clerk	.. Rs. 100—180	} Rs. 200—5—250—6— 280—8—320.	Ten per cent posts in selection grade of Rs. 230— —6—290— 8—330— 10—380
31	Store-keeper	.. Rs. 100—180		
32	Senior Auditor	.. Rs. 200—450	.. Rs. 350—15—500—20— 600—25—700.	
33	Junior Auditor	.. Rs. 160—280	.. Rs. 280—8—320—9— 410—10—450.	
34	Statistical Assistant	.. Rs. 225—500	.. Rs. 350—15—500—20— 600—25—700.	
35	Computer	.. Rs. 140—280	.. Rs. 325—10—375—12— 495—16—575.	
36	Compiler	.. Rs. 120—250	.. Rs. 250—7—285—9— 375—10—425.	
37	Draughtsman	.. Rs. 160—280 } Rs. 120—220 } Rs. 100—160 } (Unqualified).	Rs. 280—8—320—9— 410—10—450. Rs. 200—5—250—6— 280—8—320.	
38	Naib Daroga	.. Rs. 100—180	} Rs. 200—5—250—6— 280—8—320.	
39	Proof Reader	.. Rs. 100—180		
40	Physical Instructor	.. Rs. 100—180		
41	Exhibition Assistant	.. Rs. 100—180		
42	Guide	.. Rs. 100—180		
43	Operator	.. Rs. 100—180		
44	Crane Operator	.. Rs. 100—180		
45	Project Operator	.. Rs. 100—180		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
46	Research Assistant	.. Rs. 160—280	.. Rs. 280—8—320—9—410—10—450.	
47	Field Assistant	.. Rs. 100—160	Rs. 200—5—250—6—280—8—320.	
48	Laboratory Assistant	.. Rs. 100—160		
49	Silt Analyst	.. Rs. 180—380	.. Rs. 325—10—375—12—495—16—575.	
50	Assistant Soil Analyst	.. Rs. 160—280	.. Rs. 280—8—320—9—410—10—450.	
51	Soil Survey Assistant	.. Rs. 160—280		
52	Assistant Park Officer	.. Rs. 150—260		
53	Tracer	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	For those who are High School and have 5 years' tracing experience.
		Rs. 80—140 } Rs. 75—115 }	Rs. 185—3—215—4—235—6—265.	For those who are only High School with Drawing and have no experience.
54	Librarian	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
55	Receptionist	.. Rs. 120—220	.. Rs. 200—5—250—6—280—8—320.	
56	Survey Expert	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
57	Mechanic	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	The incumbents may get the scale of Rs. 230—380 if they hold a diploma from a recognised institution, otherwise Rs. 200—320.
58	Mechanic	.. Rs. 80—140	.. Rs. 185—3—215—4—235—6—265.	If the incumbents are High School and possess a trade certificate, they be given the scale of Rs. 200—320 otherwise Rs. 185—3—215—4—235—6—265.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
59	Foreman .. ..	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
60	Saw Mill Operator ..	Rs. 120—220		
61	Cine Cameraman ..	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
62	Photographer ..	Rs. 120—220		
63	Reader ..	Rs. 120—220		
64	Tractor Mechanic ..	Rs. 120—220		
65	Artist ..	Rs. 180—380	Rs. 325—10—375—12— 495—16—575.	
66	Surveyor (Qualified) or (Unqualified).	Rs. 175—300 } Rs. 120—220 } Rs. 100—160 }	As in Public Works Department.	
67	Compounder ..	Rs. 120—220 Rs. 80—140	As in Medical Department.	
68	Machineman ..	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
69	Tube-well Mechanic	Rs. 75—115	Rs. 175—3—205—4— 225—5—250	
70	Telephone Mechanic and Lineman.	Rs. 75—115		
71	Tractor Operator and Driver	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
72	Driver ..	(i) Rs. 80—140 (Heavy vehicle). (ii) Rs. 75—115 (Light vehicle).	Rs. 185—3—215—4— 235—6—265. Rs. 175—3—205—4— 225—5—250.	
73	Diesel Engine Driver	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
74	Amin ..	Rs. 75—115		
75	Head Constable ..	Rs. 95—140	Rs. 185—3—215—4— 235—6—265.	
76	Constable ..	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
77	Mahawat ..	Rs. 60—80	Rs. 170—2—190—3— 205—4—225.	
78	Head Mule Syce ..	Rs. 60—80	Rs. 170—2—190—3— 205—4—225.	
79	Mule Syce ..	Rs. 55—75	Rs. 165—2—185—3— 215.	
80	Binder ..	Rs. 60—80	Rs. 170—2—190—3— 205—4—225.	
81	Jamadar, Orderly and taries. Daf-	Rs. 60—80—	Rs. 170—2—190—3— 205—4—225.	



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

82	Chara Cutter, Gatekeeper Orderlies and Peon, Telephone Lineman, Dakwala, Mali, Peon, Chowkidar (all types), Khalasi (all types) Cleaners of tractors and other vehicles. Thela Coolie, Hammerman, Chainman, Field Attendant, Sweeper.	Rs. 55—75	..	Rs. 165—2—185—3—215.
----	---	-----------	----	----------------------

83	Taungya Teacher	..	Rs. 75	
----	-----------------	----	--------	--

No revision proposed if the post is part-time. Government may consider giving a time scale if the post is whole time.

## (2) DIRECTORATE OF TOURISM

1	Director, Tourism	..	Rs. 1,800—2,000	..	Rs. 1,600—50—1,850—E.B.—75—2,000.
2	Deputy Transport Commissioner (Post in abeyance).	Rs. 600—1,250			No Revision.
3	Publicity Officer	Rs. 250—750			Rs. 450—25—650—E.B.—30—800—E.B.—50—950.
4	Regional Tourist Officer	..	Rs. 300—900	..	Rs. 550—30—700—E.B.—40—900—E.B.—50—1,200.
5	Tourist Officer	..	Rs. 200—450	..	Rs. 350—15—500—E.B.—20—600—E.B.—25—700.
6	Assistant Tourist Officer	..	Rs. 160—280	..	Rs. 280—8—320—E.B.—9—410—E.B.—10—450.
7	Receptionist	..	Rs. 120—220	..	Rs. 230—6—290—E.B.—8—330—E.B.—10—380.
8	Assistant Receptionist	..	Rs. 100—180	..	Rs. 200—5—250—E.B.—6—280—E.B.—8—320.
9	Noter and Drafter	..	Rs. 140—280		Rs. 280—8—320—E.B.—9—410—E.B.—10—450.
10	Accountant	..	Rs. 120—220		Rs. 230—6—290—E.B.—8—330—E.B.—10—380.
11	Junior Grade Clerk	..	Rs. 100—180	}	Rs. 200—5—250—E.B.—6—280—E.B.—8—320.
12	Clerk	..	Rs. 100—180		

Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
13	Stenographer	Rs. 160—320	Rs. 300—8—340—E.B.— 10—440—E.B.—12— 500.	
14	Head Clerk-cum-Accountant	Rs. 120—220	Rs. 230—6—290—E.B.— 8—330—E.B.—10— 380.	
15	Receptionist Clerk	Rs. 120—220		
16	Assistant Receptionist-cum- Clerk.	Rs. 100—180	Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
17	Peon, orderly peon, Chauki- dar, Chaukidar-cook, Chaukidar peon, Attend- ant peon, Sweeper, Mali- sweeper.	Rs. 55—1—75	Rs. 165—2—185—E.B.— —3—215.	



सत्यमेव जयते

## 10. FINANCE DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

### (1) ESTABLISHMENT UNDER FINANCE DEPARTMENT

1	Budget Officer	.. Rs. 600—1,250	} Rs. 800—50—1,050— E.B.—50—1,450.	
2	Director, Resources	.. Rs. 600—1,250		
3	Research Assistant	.. Rs. 225—500	.. Rs. 400—15—475—E.B. —20—575—E.B.—25 —750.	
4	Pensions Officer	.. Rs. 300—900	.. Rs. 550—30—700—E.B. —40—900—E.B.—50 —1,200	
5	Pension Inspectors (on deputation from the Accountant General's Office or the Collectorate).	Not prescribed.	No proposal.	
6	Junior Noter and Drafter, State Insurance Fund.	Rs. 120—220	.. Rs. 230—6—290—E.B. —8—330—E.B.—10 —380.	
7	Junior Clerk, State Insurance Fund.	Rs. 100—180	.. Rs. 200—5—250—E.B. —6—280—E.B.—8 —320	
8	Peon, State Insurance Fund	Rs. 55—75	.. Rs. 165—2—185—E.B. —3—215.	
9	Research Officer	.. Rs. 300—900	}	These posts belong to various service Cadres of Economics and Statistics Directorate. The incumbents will carry revised scales of pay of their parent services.
10	Senior Investigator	.. Rs. 225—500		
11	Statistician	.. Rs. 200—400		
12	Graph Artist	.. Rs. 180—380		
13	Stenographer	.. Rs. 160—320		

### (2) SALES TAX COMMISSIONER'S ORGANIZATION INCLUDING THAT OF JUDGES

1	Deputy Sales Tax Commissioner.	Rs. 1,300—1,600 (New post).	Rs. 1,400—50—1,800
2	Assistant Commissioner (Selection Grade).	Rs. 750—1,400	Rs. 900—50—1,600

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
3	Assistant Commissioner	.. Rs. 600—1,250	Rs. 800—50—1,450	
4	Assistant Commissioner (P. C. S.)	.. Rs. 600—1,250		
5	Deputy Superintendent of Police.	.. Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
6	Accounts Officer	.. Rs. 400—1,000	Rs. 650—30—800—40—1,000—50—1,300.	
7	Statistical Officer	.. Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
8	Sales Tax Officer	.. Rs. 300—900 with a start of Rs. 325.		
9	Assistant Sales Tax Officer	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
10	Office Superintendent	.. Rs. 350—450	Rs. 450—25—700	
11	Head Clerk	.. Rs. 250—325	Rs. 400—15—475—15—550.	
12	Assistant Superintendent	.. Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
13	Stenographer	.. Rs. 160—320	Rs. 300—8—340—10—440—12—500.	One post to be in the scale of Rs. 400—20—600 for the Head of the Department.
14	Noter and Drafter	.. Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
15	Head Clerk, Sales Tax Offices.	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
16	Munsarim, Assistant Commissioner (Judicial).	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
17	Noter Drafter, Record Keeper, Peshkar, Accountant.	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
18	Stenographer	.. Rs. 120—250	Rs. 250—7—285—9—375—10—425.	The Stenographers to Judge Revision and Additional Judge Revision should be provided in the scale of Rs. 300—8—340—10—440—12—500.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
19	Clerk, Typist, Ahalmad ..	Rs.100—180	.. Rs.200—5—250—6— —280—8—320.	
20	Statistical Assistant ..	Rs.200—450	.. Rs.350—15—500—30 —600—25—700.	
21	Computer ..	Rs.140—280	.. Rs.280—8—320—9— 410—10—450.	
22	Compiler ..	Rs.120—220	.. Rs.230—6—290—8— 330—10—380.	
23	Driver ..	Rs.75—115	.. Rs.175—3—205—4— 225—5—250.	
24	Daftari, Bundle Lifter, Ja- madar, Head Mali. ..	Rs.60—80	} Rs.170—2—190—3— 205—4—225.	
25	Electrician ..	Rs.65—90		
26	Peon, Mali ..	Rs.55—75	.. Rs.165—2—185—3— 215	
27	Senior Auditor (P) ..	Rs.200—450	.. Rs.350—15—500—20 —600—25—700.	
28	Auditor ..	Rs.160—280	.. Rs.280—8—320—9— 410—10—450.	
29	Inspector Police..	Rs.225—500	} नयन	
30	Sub-Inspector, Police ..	Rs.175—300		
31	Head Constable..	Rs.90—140		
32	Constable ..	Rs.75—110		As in Police Department.

(3) FINANCE AND ACCOUNTS SERVICE AND ALLIED SENIOR AND PROMOTION POSTS

- 1 Director of Treasuries, Uttar Pradesh. Rs.1,300—1,600 .. Rs.1,400—50—1,500  
—60—1,800.
- 2 Chief Accounts Officer, Zila Parishad, Deputy Land Reforms Commissioner (Accounts) Board of Revenue, Chief Accounts Officer, Ramganga Project. Rs.750—1,400 .. Rs.900—50—1,600.
- 3 Senior Accounts Officer which includes Financial Controller of Industries, Deputy Director of Treasuries and Personal Assistant Accounts in Public Works Department (Rest are known as Senior Accounts Officers). Rs.600—1,250 .. Rs.800—50—1,450.

Serial number	Designation of post	Existing pay & scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

4	Accounts Officer ..	Rs.400—1,000	..	Rs.650—30—800—40 —1,000—50—1,300.
5	Senior Treasury Officer ..	Rs.400—1,000	..	Rs.650—30—800—40 —1,000—50—1,300.
6	Accounts Officer ..	Rs.300—900	}	Rs.550—30—700—40 —900—50—1,200.
7	Treasury Officer ..	Rs.300—900		
8	Accounts Officers, Board of Revenue, U. P. (Land Reforms).	Rs.250—750	..	Rs.450—25—650—30 —800—50—950.

## (4) EXAMINER, LOCAL FUND ACCOUNTS

1	Examiner, Local Fund Accounts and Treasurer, Dharmada Endowment Funds also Agent to the Treasurer, Charitable Endowments for India, U. P. Circle.	Rs.750—1,400	..	Rs.900—50—1,600.
2	Assistant Examiner (Class II)	Rs.300—900	..	Rs.550—30—700—40 —900—50—1,200.
3	Senior Auditor ..	Rs.200—450	..	Rs.350—15—500—20 —600—25—700.
4	Assistant Auditor ..	Rs.160—280	..	Rs.280—8—320—9— 410—10—450.
5	Stenographer ..	Rs.120—250	..	Rs.250—7—285—9— 375—10—425.
6	Noter and Drafter ..	Rs.120—220	..	Rs.230—6—290—8— 330—10—380.
7	Clerk ..	Rs.100—180	..	Rs.200—5—250—6— 280—8—320.
8	Cashier ..	Rs.120—220 Rs.60 special pay.	..	Rs.230—6—290—8— 330—10—380.
9	Daftari/Jamadar ..	Rs.60—80	..	Rs.170—2—190—3— 205—4—225.
10	Orderly Peons, Peons and Chaukidars,	Rs.55—75	..	Rs.165—2—185—3— 215.

## (5) CO-OPERATIVE AND PANCHAYATS AUDIT ORGANIZATION

1	Chief Audit Officer ..	Rs.750—1,400,	..	Rs.900—50—1,150—E.B., —50—1,400—E.B.— 50—1,600.
2	Deputy Chief Audit Officer	Rs.400—1,000	..	Rs.650—30—800—E.B. —40—1,000—E.B.— 50—1,300.

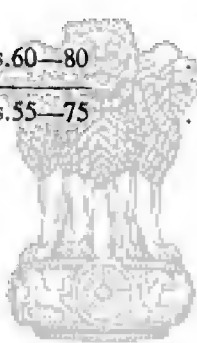
Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
3	Regional Audit Officer, Principal, Co-operative Audit Training Centre.	Rs.300—900 ..	Rs.550—30—700—E.B.—40—900—E.B.—50—1,200.	
4	District Audit Officer ..	Rs.225—500 ..	Rs.400—15—475—E.B.20—575—E.B.—25—750.	
5	Senior Auditor (Industries)	Rs.200—450 ..	Rs.350—15—500—E.B.—20—600—E.B.—25—700.	
6	Senior Auditor (Co-operative)			
7	Chief Auditor (Industries)			
8	Senior Auditor (Panchayat)			
9	Senior Auditor (Cane) ..			
10	Senior Inspector Audit (Industries Section).	Rs.160—320 ..	Rs.350—15—500—E.B.—20—600—E.B.—25—700.	
11	Senior Auditor Industries ..			
12	Audit Supervisor (Cane) ..			
13	Cane Auditor ..			
14	Co-operative Auditor ..	Rs.160—280 ..	Rs.280—8—320—E.B.—9—410—E.B.—10—450	For Graduates and those approved by the Public Service Commission.
15	Senior Auditor (Industries)			
16	Junior Auditor (Industries)			
17	Industrial Auditors (Industries)			
18	Auditor (Industries) ..	Rs.120—220 ..	(i) Rs.280—8—320—E.B.—9—410—E.B.—10—450.	Non - graduates and not approved by the Public Service Commission.
19	Auditor-cum-Junior Inspector of Accounts (Industries).			
20	Cooperative Auditor (Industries).			
21	Panchayat Auditor ..			
22	Head Clerk (Co-operatives) at Headquarters.	Rs.160—320	Rs.300—8—340—E.B.—10—440—E.B.—12500.	
23	Head Clerk (Panchayats) at Headquarters.	Rs.150—260		
24	Noter and Drafter ..	Rs.140—280	Rs.280—8—320—E.B.—9—410—E.B.—10—450.	
25	Head Clerk (Range) ..	Rs.150—260		
26	Junior Noter and Drafter, Record Keeper, Accounts Clerks (at headquarters) Senior Clerk (Range Office), Senior Clerk (Panchayat at Headquarters) and Senior Clerk (Panchayat Range Offices).	Rs.120—220 ..	Rs.230—6—290—E.B.—8—330—E.B.—10—380.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
27	Stenographer .. ..	Rs.120—250	.. Rs.250—7—285—E.B. —9—375—E.B.—10—425.	
28	Routine Clerks at headquarters or Regional or District Level Offices of Cooperatives and Panchayats.	Rs.100—180	.. Rs.200—5—250—E.B. —6—280—E.B.—8—320.	
29	Daftari/Jamadar .. ..	Rs.60—80	.. Rs.170—2—190—E.B. —3—205—E.B.—4—225.	
30	Peon .. ..	Rs.55—75	.. Rs.165—2—185—E.B. —3—215.	

## (6) REGISTRATION AND STAMPS ESTABLISHMENTS

1	Inspector General of Registration and Stamps and <i>ex officio</i> Junior Secretary, Board of Revenue.	(a) Senior I.A.S. scale. (b) When held by departmental officer. Rs.750—1,400.	.. Rs.900—50—1,150—E.B. —50—1,400—E.B.—50—1,600.	
2	Additional Inspector General of Registration.	Rs.750—1,400	.. Rs.900—50—1,150—E.B. —50—1,400—E.B.—50—1,600.	
3	Inspector of Stamps .. ..	Rs.300—900	.. Rs.550—30—700—E.B. —40—900—E.B.—50—1,200.	
4	Sub-Registrar (Selection Grade).	Rs.350—650	.. Rs.450—25—575—E.B. —25—700—E.B.—30—850.	
5	(i) Sub-Registrar	} Rs.225—500	.. (i) Rs.400—15—475—E.B.—20—575—E.B.—25—750.	Subject to remarks in the chapter.
	(ii) Part-time Sub-Registrar		.. (ii) Rs.350—15—500—E.B.—20—600—E.B.—25—700.	
6	Head Clerk .. ..	Rs.250—325	.. Rs.400—15—475—E.B.—15—550.	
7	Senior Noter and Drafter .. ..	Rs.120—250	.. Rs.250—7—285—E.B. —9—375—E.B.—10—425.	
8	Noter and Drafter .. ..	Rs.120—220	.. Rs.230—6—290—E.B. —8—330—E.B.—10—380.	
9	Stenographer .. ..	Rs.120—250	.. Rs.250—7—285—E.B. —9—375—E.B.—10—425.	



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
10	Routine Clerk ..	Rs.100—180	Rs.200—5—250—E.B.—6—280—E.B.—8—320.	
11	Chief Registration Clerk ..	Rs.120—220	Rs.230—6—290—E.B.—8—330—E.B.—10—380.	
12	Registration Clerk ..	Rs.100—180	Rs.200—5—250—E.B.—6—280—E.B.—8—320.	
13	Driver ..	Rs.75—115	Rs.175—3—205—E.B.—4—225—E.B.—5—250.	
14	Daftari ..	Rs.60—80	Rs.170—2—190—E.B.—3—205—E.B.—4—225.	
15	Bundle Lifter ..	Rs.60—80	(i) Rs.170—2—190—E.B.—3—205—E.B.—4—225.	For holder of posts in the existing scale of Rs.60—80.
	Peon ..	Rs.55—75	(ii) Rs.165—2—185—E.B.—3—215.	
 नमो भगवते वासुदेवाय				
Stamp Offices				
16	Assistant Superintendent ..	Rs.350—550	Rs.500—25—625—E.B.—25—750.	
17	Senior Assistant ..	Rs.200—450	Rs.350—15—500—E.B.—20—600—E.B.—25—700.	
18	Junior Assistant ..	Rs.120—250	Rs.280—8—320—E.B.—9—410—E.B.—10—450.	
19	Reference Clerk ..	Rs.200—400	Rs.350—15—500—E.B.—20—600—E.B.—25—700	
20	Stamp Clerk, Kanpur ..	Rs.100—180	Rs.200—5—250—E.B.—6—280—E.B.—8—320.	
21	Pressman at Headquarters	Rs.60—80	Rs.170—2—190—E.B.—3—205—E.B.—4—225.	
22	Pressman at Kanpur, Meerut, Lucknow and Agra.			
23	Orderly peon and Waterman	Rs.55—75	Rs.165—2—185—E.B.—3—215.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (7) DIRECTORATE OF NATIONAL SAVINGS

1	Officer-in-charge	Rs.300—400	Rs.450—25—575—25—700.	
2	Noter and Drafter	Rs.120—250	Rs.250—7—285—9—375—10—425.	
3	Inspector	Rs.200—400	Rs.350—15—500—20—600—25—700.	
4	Stenographer	Rs.160—320	Rs.300—8—340—10—440—12—500.	
5	Reference Clerk	Rs.120—280	Rs.230—6—290—8—330—10—380.	
6	Routine Clerk	Rs.100—180	Rs.200—5—250—6—280—8—320.	
7	Driver	Rs.75—115	Rs.175—3—205—4—225—5—250.	
8	Daftari	Rs.60—80	Rs.170—2—190—3—205—4—225.	
9	Peon	Rs.55—75	Rs.165—2—185—3—215.	

## (8) DIRECTORATE OF TREASURIES

1	Director	}		
2	Deputy Director			
3	Head Clerk	Rs.160—8—200—10—260—12—320.	Rs.300—8—340—E.B.—10—440—E.B.—12—500.	They are members of Finance and Accounts Service and will get their grade pay.
4	Stenographer	Rs.160—8—200—10—260—12—320.	Rs.300—8—340—E.B.—10—440—E.B.—12—500.	
5	Senior Noter and Drafter	Rs.120—6—180—10—250.	Rs. 250—7—285—E.B.—9—375—E.B.—10—425.	
6	Junior Noter and Drafter, Reference Clerk, Record-keeper.	Rs.120—6—180—8—220.	Rs.230—6—290—E.B.—8—330—E.B.—10—380.	
7	Register-Keeper, Auditor, Typist.	Rs. 100—4—120—5—180.	Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
8	Daftari-cum-Bundle Lifter	Rs. 60—1—80	Rs.170—2—190—E. B.—3—205—E.B.—4—225.	
9	Orderly peon, Peon, Chowkidar-cum-Waterman.	Rs. 55—1—75	Rs.165—2—185—E.B.—3—215.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (9) DIRECTORATE OF LOTTERY

1	Deputy Director			The post is held by U. P. C. S. (Executive) Officer. The officer will carry his own grade pay.
2	Assistant Accounts Officer	Rs. 250—750	.. Rs. 450—25—650—E.B. —30—800—E.B.—50 —950.	
3	Head Assistant	Rs. 350—450	.. Rs. 450—25—575—E.B. —25—700.	
4	Section Incharge	Rs. 160—320	.. Rs. 300—8—340—E.B. —10—440—E.B.—12 —500.	
5	Stenographer			
6	Senior Noter and Drafter	Rs. 140—280	.. Rs. 280—8—320—E.B. —9—410—E.B.—10 450.	
7	Treasurer	Rs. 120—250	.. Rs. 250—7—285—E.B. —9—375—E.B.—10 —425.	
8	Accountant			
9	Senior Clerk/Senior Noter and Drafter.	Rs. 120—220	.. Rs. 230—6—290—E.B. —8—330—E.B.—10 —380.	
10	Junior Clerk	.. Rs. 100—180	.. Rs. 200—5—250—E.B. —6—280—E.B.—8 —320.	
11	Driver	.. Rs. 80—140	(i) Rs. 185—3—215—E.B. —4—235—E.B.—6 —265. (ii) Rs. 175—3—205—E.B. —4—235—E.B.—5 —250.	For Heavy vehicle.  For Light vehicle.
12	Daftari	.. Rs. 60—80	.. Rs. 170—2—190—E.B. —3—205—E.B.—4 —225.	
13	Peon	.. Rs. 55—75	.. Rs. 165—2—185—E. B. 3—215.	

## (10) REGISTRAR, FIRMS AND SOCIETIES

1	Registrar	.. Rs. 400—1000	Rs. 650—30—800—EB. —40—1,000—E.B. —50—1,300.
2	Head Clerk	.. Rs. 150—260	.. Rs. 280—8—320—E.B. —9—410—E.B.—10 —450.

Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
3	Accounts Clerk	.. Rs. 120—220	.. Rs. 230—6—290—E.B. —8—330—E.B.—10 —380.	
4	Routine Clerk	.. Rs. 100—180	.. Rs. 200—5—250—E.B. —6—280—E.B.—8 —320.	
5	Daftari	.. Rs. 60—80	.. Rs. 170—2—190—E.B. —3—205—E.B.—4 —225.	
6	Peon, Chaukidar	.. Rs. 55—75	.. Rs. 165—2—185—E.B. —3—215.	

(11) ESTABLISHMENT UNDER SENIOR ACCOUNTS OFFICER  
(Headquarters)

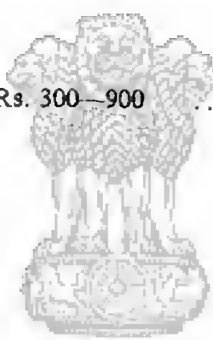
1	Regional Accounts Officer	.. Rs. 300—900	.. Rs. 550—30—700—E.B. —40—900—E. B.—50 —1,200	
2	Assistant Regional Accounts Officer.	Rs. 250—750	.. Rs. 450—25—650—E.B. —30—800—E.B.—50 —950.	
3	Senior Auditor	.. Rs. 200—450	.. Rs. 350—15—500—E.B. —20—600—E.B.—25 —700.	
4	Chief Accountant	.. Rs. 160—320	.. Rs. 300—8—340—E.B. —10—440—E B—12 —500.	
5	Auditor	.. Rs. 160—280	.. Rs. 280—8—320—E.B. —9—410—E.B.—10 —450.	
6	Accountant	.. Rs. 150—260	.. Rs. 280—8—320—E.B. —9—410—E.B.—10 —450.	
7	Stenographer	.. Rs. 120—250	.. Rs. 250—7—285—E.B. —9—375—E.B.—10 —425	
8	Senior Accounts Clerk	.. Rs. 120—220	.. Rs. 230—6—290—E.B. —8—330—E.B.—10 —380.	
9	Junior Accounts Clerk	.. Rs. 100—180	.. Rs. 200—5—250—E.B. —6—280—E.B.—8 —320	
10	Peon/Ordely	.. Rs. 55—75	.. Rs. 165—2—185—E.B. —3—215.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(12) MUKHYA VITTA ADHIKARI (ZILA PARISHADS)				
1	Mukhya Vitta Adhikari (Zila Parishad).			He is a member of U. P. Finance and Accounts service and will be entitled to the same scale as we have recommended for the members of the said service.
2	Vitta Paramarshadata Vitta Adhikari.	.. Rs. 250—750	.. Rs. 450—25—650—E.B.—30—800—E.B.—50—950.	
3	Mukhya Sahayak	.. Rs. 350—450	.. Rs. 450—25—575—E.B.—25—700.	
4	Stenographer	.. Rs. 160—320	} .. Rs. 300—8—340—E. B.—10—440—E.B.—12—500.	
5	Chief Accountant	.. Rs. 160—320		
6	Accountant	.. Rs. 150—260	} .. Rs. 280—8—320—E. B.—9—410—E. B.—10—450.	
7	Senior Noter and Drafter	.. Rs. 140—280		
8	Junior Noter and Drafter	.. Rs. 120—220	.. Rs. 230—6—290—E.B.—8—330—E. B.—10—380.	
9	Routine Clerk, Typist-cum-Clerk.	Rs. 100—180	.. Rs. 200—5—250—E. B.—6—280—E. B.—8—320.	
10	Orderly/Peon	.. Rs. 55—75	.. Rs. 165—2—185—E. B.—3—215.	

## 11. INDUSTRIES DEPARTMENT


Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(I) DIRECTORATE OF INDUSTRIES				
1	Commissioner and Director of Industries.	The post is held by an I. A. S. Officer.		
2	Additional Director of Industries.			
3	Joint Director of Industries.			
4	Industrial Adviser (Chemical Engineering).	Rs. 1,500—2,000	Rs. 1,900—50—1,950—75—2,250.	
5	Industrial Adviser (Electrical and Mechanical Engineering)			
6	Industrial Adviser (Ceramics)			
7	Industrial Adviser (Chemicals)			
8	Glass Technologist to Government, U. P. (In Abeyance)	Rs. 750—1,400	Rs. 900—50—1,600.	
9	Joint Director of Industries-cum-Managing Director, U. P. Export Corporation [Previous designation Joint Director of Industries (S.S.I.)].			
10	Joint Director of Industries (T. C.).			
11	Joint Director of Industries (Extension project).	Rs. 600—1,250 Spl. pay Rs. 100	Rs. 800—50—1,450	The question of special pay has been dealt with separately.
12	Joint Director of Industries (Aids).			
13	Zonal Joint Director of Industries.			
14	Financial Controller of Industries.	Rs. 600—1,250	Rs. 800—50—1,450	
15	Deputy Director of Industries (Stores).			
16	Deputy Director of Industries (Project).			
17	Deputy Director of Industries (Cottage or Commerce).			


Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
18	Deputy Registrar, Industrial Co-operatives.	Rs. 600—1,250 .. Rs. 800—50—1,450.		
19	Development Officer (Technical).			
20	Development Officer (S.E.I)			
21	Development Officer (Glass)			
22	Development Officer (Pottery)			
23	Development Officer (Electricals.)			
24	Director, Central Design Centre.			
25	Area Development Officer.	Rs. 400—1,000 .. Rs. 800—50—1,450		
26	Development Officer (Leather)			
27	Deputy Director of Industries (C. I.).			
28	Central Controller, Quality Marking Scheme.			
29	Deputy Director of Industries (H. I.).			
30	Development Officer (Export)	Rs. 400—1,000 .. Rs. 650—30—800—40—1,000—50—1,300.		
31	Project Officer (Deputy Director of Industries, R. I. P.) Deputy Director of Industries (Rural project).			
32	Deputy Financial Controller of Industries.			
33	Chief Metallurgist.			
34	Deputy Director of Industries (Seri).			
35	Zonal Industrial Officers.	Rs. 300—900 } .. Rs. 550—30—700—40—900—50—1,200.		
36	Assistant Glass Technologist			
37	Engineer Pilot Workshop.			
38	Research Chemist (Leather)	Rs. 300—900 (i) Rs. 550—30—700—40—900—50—1,200. For degree holders.		
39	Mechanical Engineer (Extension).			
40	Mechanical Engineer (Pottery).	and Rs. 250—750 for Diploma holders (ii) Rs. 450—25—650—30—800—50—950 For diploma holders.		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
41	Assistant Financial Controller of Industries.	 Rs. 300—900	Rs. 550—30—700—40 900—50—1,200.	
42	Assistant Registrar (Handloom).			
43	Assistant Registrar (Non-Textile).			
44	Assistant Director of Industries (P. Z.).			
45	Assistant Development Officer (S. E. I.).			
46	Cost Accountant			
47	Special Manager, Government U. P. Handicrafts.			
48	Engineer Superintendent (H & L) Tension Testing Lab.			
49	Export Trade Development Officer (post in abeyance).			
50	Ceramist			
51	Research Chemist—Porcelain Lab.			
52	Research Chemist (Glass Tech.).			
53	Research Officer (Leather)			
54	Kiln Engineer			
55	Research Officer (Medical Herbs).			
56	Research Officer (Fruit Preservation).			
57	Assistant Engineer Industrial Estate.	Rs. 300—900 for degree holders and Rs. 250—750 for diploma holders.)	(i) Rs. 550—30—700—40—900—50—1,200. (ii) Rs. 450—25—650—30—800—50—950	For degree-holders  For diploma holders.
58	Engineer Manager Industrial Estate.			
59	Engineer (S. E. I.)			
60	Assistant Engineer (Area Development.)			
61	Suprintendent Development (Non-Farrow)	Rs. 300—900	Rs. 550—30—700—40 900—50—1,200.	



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
62	Assistant Director of Industries (Engg. Stores).			
63	Assistant Director of Industries (Stores).			
64	Assistant Director of Industries (Extension).			
65	Industrial Survey Officer			
66	Assistant Director of Industries (M).			
67	Assistant Director of Industries (M) Q. M. S.			
68	Assistant Director of Industries (C. I.).			
69	Assistant Director of Industries (H. L.).			
70	Assistant Director of Industries (P & S).			
71	Assistant Director of Industries (H. C.).			
72	Assistant Director of Industries (L. & G.).	Rs. 250—750	Rs. 450—25—650—30—800—50—950.	
73	Assistant Director of Industries (Survey).			
74	Assistant Director of Industries (Establishment).			
75	Assistant Director of Industries (Technical).			
76	Assistant Director of Industries (U. R.).			
77	Project Executive Officer (H. L.).			
78	District Industries Officer (Gra I)			
79	Crafts Designers			
80	Survey Officer (Designer)			
81	Assistant Director of Industries (Seri).			
82	Agriculture Officer (Plantation).			
83	Seed Production Officer			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
84	Planning-cum-survey Officer		Rs. 250—750 - Rs. 450—25—650—30— 800—50—950.	
85	Workshop Superintendent (Brass-ware).			
86	Workshop Superintendent (Testing Lab.).			
87	Assistant Director of Industries (C).			
88	Assistant Director of Industries (Insp. Text).			
89	Assistant Director of Industries (Insp. Engg.).			
90	Assistant Director of Industries (Engg. Q. M. S.).			
91	Assistant Controller (Textile)			
92	Assistant Director of Industries (T. C.).			
93	Assistant Development Officer (Export).			
94	Technical Officer (Ar. Dev.)			
95	Survey Officer Area (Devl.)			
96	Sub-Zonal Industries Officer			
97	Manager, Government Dyeing and Bleaching Factory.			
98	Accounts Officer under F. H. T. Plant.			
99	Industrial Glass Designer	Rs. 250—600	Rs. 450—25—575—25— 700—30—850.	
100	Personal Assistant to Director of Industries.	Rs. 400—550	Rs. 500—25—750.	
101	Manager, Pilot Project Footwear.	Rs. 250—550	Rs. 400—15—475—20—575— 25—750.	
102	Divisional Superintendent of Industries (I. D.).	Rs. 225—500	Rs. 400—15—475—20— 575—25—750	
103	Divisional Superintendent of Industries (C. P.).			
104	Divisional Superintendent of Industries (T. C.).			
105	Divisional Superintendent of Industries (Zones).			

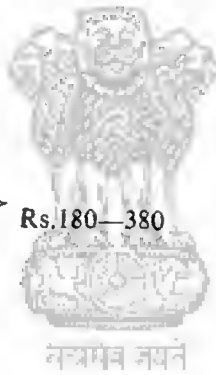
Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
106	Divisional Superintendent of Industries (Q. M. S.).	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
107	Divisional Superintendent of Industries (Chikan).			
108	Manager, Pilot Project Foot-wear.			
109	Planning Officer (Stores)			
110	Design Extension Officer			
111	Pilot Project Officer (H. C.)			
112	Statistical Officer (H. L.)			
113	Statistical Officer (P. & E.)			
114	Superintendent Industries (Technical) Harijan.			
115	Exhibition-cum-Publicity Officer.			
116	Planning Officer (R. I. P.)			
117	Divisional Superintendent of Industries (Accounts).			
118	Divisional Superintendent of Industries (L. & G.).			
119	District Industries Officer (Grade II).			
120	Technical Officer	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
		Rs. 225—500	Rs. 450—25—575—25—700—30—850.	

## Non-Gazetted Subordinate Staff

1	Technical Assistant	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
2	Technical Assistant			
3	Senior Mechanical Foreman			
4	Technical Assistant			
5	Assistant Electrical Engineer			
6	Research Assistant (Silk)			
7	Superintendent (Breeding)			
8	Superintendent, (cycle-parts)			
9	Superintendent (Pakka Kalai)			
10	Superintendent, (Electric goods)			


Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
11	Superintendent (Zari)	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
12	Superintendent (production)			
13	Industrial Promotion Officer			
14	Junior Inspecting Officer	Rs. 200—400	Rs. 350—15—500—20—600—25—700.	
15	Senior Inspecting Officer			
16	Senior Investigator-cum-Superintendent.			
17	Chief Inspector of Accounts			
18	Chemist			
19	Technical Assistant			
20	Sample Room I/c			
21	Foreman			
22	Foreman			
23	Research Assistant			
24	Technical Assistant			
25	Mechanical Foreman			
26	Research Assistant (Ceramic)			
27	Research Assistant (Desiging)			
28	Superintendent (P.S.M.I.)			
29	Foreman			
30	Finance Investigator			
31	Foreman			
32	Examiner (Licensing)	Rs. 180—380	Rs. 325—10—375—12—495—16—575.	
33	Examiner (Electrical)			
34	Examiner (Stationery)			
35	Examiner (Textile)			
36	Examiner (Misc. Stores)			
37	Examiner (Special Contract)			
38	Examiner (Medicines)			
39	Examiner (Payment)			
40	Examiner (Mechanical)			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
41	Examiner (Legal)			
42	Superintendent (U. & R.)			
43	Superintendent			
44	Superintendent (Sales and Agencies).			
45	Superintendent (Stores)			
46	Display Artist			
47	Superintendent, (Chikan)			
48	Superintendent (Craftsman)			
49	Superintendent (Recovery)			
50	Superintendent, Commercial Museum.			
51	Superintendent (Silk)			
52	Superintendent (Central)			
53	Superintendent (Dari and Kambal).			
54	Superintendent (Leather)			
55	Superintendent (Production)			
56	Superintendent (Hosiery)			
57	Superintendent (Prints)			
58	Superintendent (Marble)			
59	Superintendent (Locks)			
60	Superintendent (Bapm)			
61	Superintendent (Silk)			
62	Superintendent (Gold Thread)			
62-A	Master Craftsman-cum-Foreman.			
63	Superintendent (Silk)			
63-A	Foreman-cum-Technician			
64	Superintendent (Scissors)			
65	Superintendent, (Wooden Furniture)			



Rs.180—380

.. Rs.325—10—375—12  
—495—16—575.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
66	Superintendent (Arts Metal-Ware),	Rs.180—380	.. Rs.325—10—375—12—495—16—575.	
67	Superintendent (H. L.)			
68	Librarian	Rs.150—350	.. Rs.300—10—350—12—470—16—550.	
69	Superintendent (Industries)			
70	Superintendent (Production)			
71	Area Superintendent			
72	Technical Assistant			
73	Analyst	Rs.160—320	.. Rs. 300—8—340—10—440—12—500.	
74	Superintendent (Chemists) Pakka Kalai.			
75	Senior Inspector of Accounts			
76	Superintendent Accounts Utilization.			
77	Officer Incharge Crafts Museum.			
78	Assistant Manager			
79	Inspector (Stores)			
80	Craftsman (Dyeing Weaving)			
81	Technician (Design)			
82	Assistant Foreman			
83	Chief Investigator			
84	Assistant Manager, Industrial Estates.			
85	Laboratory Assistant			
86	Furnace Assistant			
87	Inspectors (Silk)			
88	Foreman			
89	Lecturer (Co-operative)	Rs.180—380	.. Rs.325—10—375—12—495—16—575.	
90	Lecturer (Production)			
91	Accounts Officers	Rs.160—320	.. Rs.300—8—340—10—440—12—500.	
92	Assistant Office Superintendent.			
93	Stenographer			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
94	Research Assistant	Rs.175—300	Rs.300—8—340—10—440—12—500.	
95	Overseer			
96	Senior Craftsman in Pottery, Metalware, Costing, Textile Weaving, Textile Printing.			
97	Research Assistant			
98	Artist-cum-Designer			
99	Industrial Inspector	Rs.160—280	Rs.280—8—320—9—410—10—450.	
100	Inspector	Rs.160—280		
101	Commercial Artist	Rs.160—280		
102	Publicity Assistant	Rs.160—280		
103	Technical Assistant	Rs.160—280		
104	Junior Investigator	Rs.160—280		
105	Industrial Inspectors (Co-operative).	Rs.140—280		
106	Stock Verifier	Rs.140—280	Rs.280—8—320—9—410—10—450.	
107	Draftsman	(i) Rs.160—280		
		(ii) Rs.120—220		
108	Craftsman, in Textile Printing, Textile Weaving Metal (Brass) General Wood Work.	Rs.160—280	Rs.280—8—320—9—410—10—450.	
109	Publicity Inspector	Rs.160—280		
110	Junior Craftsman	Rs.140—280		
111	Technician (Production)	Rs.160—280		
112	Technical Assistant	Rs.160—280		
113	Tool Maker	Rs.160—280		
114	Artist (Museum)	Rs.140—280	Rs.280—8—320—9—410—10—450.	Suitable qualification need be prescribed for this post.
115	Examiner	Rs.140—280		
116	Designer	Rs.140—280		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
117	Technical Inspector (Kshetriya).	Rs.160—280		
118	Laboratory Assistant	Rs.160—280		
119	Modeller and Designer	Rs.140—280		
120	Decoration Artist	Rs.140—280		
121	Senior Draftsman	Rs.160—280		
122	Silk Assistant	Rs.140—280		
123	Examiner (Cycle Parts, Agriculture Machine, B.F.M. Lock, Diesel Oil Engine).	Rs.140—280		
124	Examiner (Electrical Goods)	Rs.140—280		
125	Examiner (Art Metal Ware)	Rs.140—280		
126	Examiner (Wood and Furniture).	Rs.140—280		
127	Examiner (Textile)	Rs.140—280		
128	Examiner (Leather)	Rs.140—280		
129	Examiner (Prints)	Rs.140—280		
130	Examiner (Hosiery)	Rs.140—280	Rs.280—8—320—9— 410—10—450.	
131	Examiner (Chikan)	Rs.140—280		
132	Examiner (Zari)	Rs.140—280		
133	Examiner (Gold Thread)	Rs.140—280		
134	Examiner (Sports Goods)	Rs.140—280		
135	Examiner (BSM1)	Rs.140—280		
136	Examiner (Pakka Kalai)	Rs.140—280		
137	Publicity Inspector	Rs.160—280		
138	Artist	Rs.140—280		
139	Inspector (Power Loom)	Rs.160—280		
140	Senior Instructor	Rs.140—280		
141	Mechanical Assistant	Rs.140—280		
142	Textile Inspector	Rs.160—280		
143	Industrial Inspector	Rs.160—280		
144	Industrial Inspector (Non-Textile)	Rs.160—280		



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
145	Superintendent (Production)	Rs.160—280		
146	Industrial Inspector	Rs.160—280		
147	Technical Assistant (Pottery)	Rs.140—280		
148	Artist-cum-Designer	Rs.140—280		
149	Noter and Drafter/ Senior Assistant/Planning Assistant.	Rs.140—280		
150	Specialist Assistant	Rs.140—280		
151	Moulder and Designer	Rs.140—280		
152	Trade Tester	Rs.150—260	Rs.280—8—320—9— 410—10—450.	
153	Assistant Manager (Harijan)	Rs.150—260		
154	Technical Assistant-cum-Machine Operator.	Rs.150—260		
155	Mechanical Assistant Testing	Rs.150—260		
156	Technical Assistant	Rs.150—260		
157	Technical Assistant	Rs.150—260		
158	Technical Assistant & Machine Operator.	Rs.150—260		
159	Head Clerk	Rs.150—260		
160	Office Superintendent	Rs.350—450	Rs.450—25—575—25— 700.	
161	Statistician	Rs.120—250		
162	Junior Inspector of Accounts/ Inspector of Accounts.	Rs.120—250		
163	Block-maker	Rs.120—250		
164	Investigator	Rs.120—250	Rs.250—7—285—9— 375—10—425.	
165	Master Weaver	Rs.120—250		
166	Statistician	Rs.120—250		
167	Statistician	Rs.120—250		
168	Stenographer	Rs.120—250		
169	Assistant Librarian	Rs.120—220		
170	Junior Craftsman Metalware, Wood work, Textile Printing, Pottery.	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
171	Craftsman (Polisher)	Rs.120—220		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
172	Field Organiser	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
173	Supervisor	Rs.120—220		
174	Mistry	Rs.120—220		
175	Mechanic	Rs.120—220		
176	Draftsman	Rs.120—220		
177	Supervisor	Rs.120—220		
178	Assistant Superintendent (Museum).	Rs.120—220		
179	Draftsman	Rs.120—220		
180	Mechanical Draftsman	Rs.120—220		
181	Instructor	(i) Rs.120—220 (ii) Rs.100—180		
182	Master Dyer	Rs.120—220	Rs.280—8—320—9— 410—10—450.	
183	Industrial Supervisor	Rs.120—220		
184	Technical Supervisor	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
185	Textile Inspector	Rs.120—220		
186	Industrial Supervisor	Rs.120—220		
187	Instructor	Rs.120—220		
188	Machine Operator	Rs.120—220		
189	Weaving Instructor	Rs.120—220		
190	Tailoring Instructor	Rs.120—220		
191	Mistry (Firing Furnace)	Rs.120—220		
192	Fitter-cum-Mechanic	Rs.120—220		
193	Junior Assistant, Record-Keeper-cum-Accountant, Head Clerk-cum-Accountant, Senior Clerks, etc.	Rs.120—220		
194	Compiler	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
195	Audit Assistant	Rs.120—220		
196	Moulder Maker and Instructor	Rs.120—220		
197	Commercial Traveller	Rs.100—180	Rs.200—5—250—6— 280—8—320.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
198	Sectional Supervisor	Rs.100—180		
199	Laboratory Assistant	Rs.100—180		
200	Instructor	Rs.100—180		
201	Adhidarshak	Rs.100—180		
202	Viewer	Rs.100—180		
203	Compiler Assistant	Rs.100—180		
204	Junior Instructor	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
205	Assistant Instructor	Rs.100—180		
206	Designer	Rs.100—180		
207	Blacksmith	Rs.100—180		
208	Supervisor-cum-Accountant	Rs.100—180		
209	Statistical Assistant	Rs.100—180		
210	Co-operative Supervisor	Rs.100—180		
211	Demonstrator	Rs.100—180		
212	Cashier	Rs.100—180		
213	Routine Clerk, Typist, Store Keepers. etc.	Plus special pay. Rs.100—180		
214	Auditors-cum-Accountants	Rs.100—180		
215	Boiler Man	Rs.100—160		
216	Kiln Operator	Rs.100—160		
217	Instructor-cum-Mechanic	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
218	Mechanic Foreman	Rs.100—160		
219	Examiner Moulding and Shaping	Rs.100—160		
220	Instructor Firing	Rs.100—160		
221	Master Potter	Rs.100—160		
222	Foreman	Rs.100—160		
223	Mechanic Foreman	Rs.100—160		
224	Moulder	Rs.100—160		
225	Mechanic	Rs.100—160		
226	Electric Mistry	Rs.100—160		
227	Fitter	Rs.100—160		
228	Designer	Rs. 85—150		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Re marks
1	2	3	4	5
229	Lab. Assistant	Rs.80—150	Rs.185—3—215—4— 235—6—265	
230	Craftsman	Rs.80—140		
231	Assistant Mistry	Rs.80—140	Rs.185—3—215—4— 235—6—265.	
232	Polisher	Rs.80—140		
233	Mechanic	Rs.80—140		
234	Lab. Assistant	Rs.80—140		
235	Statistician Assistant	Rs.80—140		
236	Mechanic-cum-Cyclostyler	Rs.80—140		
237	Driver	Rs.80—140		
238	Driver	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
238-A	Polisher			
239	Electrician			
240	Carpenter	Rs.65—90	Rs.170—2—190—3— 205—4—225.	
241	Machinist	Rs.65—90	Rs.175—3—205—4— 225—5—250.	
242	Pump Driver	Rs.65—90	Rs.170—2—190—3— 205—4—225.	
243	Diesel Engine Driver	Rs.65—90	Rs.175—3—205—4— 225—5—250.	
244	Tube-well Operator	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
245	Jamadar, Treasury Messenger, Daftari, Duplicating Operator, Record Attendant.	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
246	Rearing Operator, Eng. Instructor, Mali, Garden Operator, Seed Examiner, Keet Palak, Engineer Rearing Attendant.	Rs.60—80	Rs.170—2—190—3— 205—4—225. !	
247	Bufferman, Tube-well Operator, Technical Attendant, Mechanic/Helper.	Rs.60—80	Rs.170—2—190—3— 205—4—225.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

248 Peon, Orderly, Mali, Waterman, Farrash, Sweeper, Sweeper-cum-Chaukidar, Cleaner, Treasury Messenger, Attendant, Lab. Attendant, Chowkidar.	}	Rs. 55—75 ..	Rs. 165—2—185—3—215.	
249 Sales Attendant, Stock Arranger, Packer, Marker, Trolley Attendant, Riksha Driver, Store Attendant.				
250 Khalassi, Fireman, Gatekeeper, Machine Cleaner, Unskilled labour, Furnace Attendant, Helper.				
251 Mali-cum-Chaukidar, Gardener, Attendant, Garden Operator, Rearing Attendant, Rearing Operator, Operator.				
252 Laboratory Bearer, Laboratory Attendant.				

## (2) SUPERINTENDENT, PRINTING AND STATIONERY, U. P.

1 Superintendent, Printing and Stationery.	Rs. 750—1,400	..	Rs. 1,150—50—1,700.	
2 Welfare Officer, Grade I	Rs. 500—1,200	..		
3 Joint Superintendent	Rs. 400—1,000	..	Rs. 650—30—800—40—1,000—50—1,300.	
4 Deputy Superintendent	Rs. 300—900			
5 Deputy Superintendent (Design).	Rs. 300—900			
6 Printers Engineer	Rs. 300—900 with a start of Rs. 350.			
7 Personnel Officer	Rs. 300—900	..		
8 Accounts Officer	Rs. 300—900	..		
9 Medical Officer ..	Rs. 300—900	..		
10 Protection Officer	Rs. 300—900	..		

These officers will draw pay in the scales allowed for such posts by Government in the Labour Department.

These officers will carry their own scale of pay as may be approved for their parent service.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
11	Welfare Officer, Grade II ..	Rs.250—850		These officers will draw pay in the scales allowed for such posts by Government in the Labour Department.
12	Assistant Superintendent ..	Rs.250—750	Rs.450—25—650—30 —800—50—950.	
13	Assistant Accounts Officer ..	Rs.250—750		
14	Assistant Superintendent, Proforma and Publication.	Rs.250—750		
15	Assistant Superintendent, Printing and Stationery.	Rs.250—750	Rs.450—25—650—30 —800—50—950.	
16	Security Officer ..	Rs.225—500		The scales as approved for the Police or Fire Service Department are to be allowed to them.
17	Head Assistant ..	Rs. 350—450	Rs. 500—25—750	
18	Welfare Officer, Grade III ..	Rs. 200—400		These officers will draw pay in the scale allowed for such posts by Government in the Labour Department.
19	Head Reader ..	Rs. 300—400	Rs.450—25—700	
20	Chemical Assistant ..	Rs. 180—380	Rs. 325—10—375—12 495—16—575.	
21	Administrative Assistant (Composing).	Rs. 250—325	Rs. 400—15—550	
22	Section Incharge	Rs. 160—320	Rs. 300—8—340—10— 440—12—500.	
23	Assistant Section Incharge			
24	Stenographer	Rs. 175—300	Rs. 300—8—340—10— 440—12—500.	
25	Printing Overseer			
26	Electrical Overseer	Rs. 160—280	Rs. 280—8—320—9— 410—10—450.	
27	Foreman ..			
28	Head Lino Mechanic			
29	Head Mono Mechanic			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
30	Press and Machine Supervisor	Rs. 160—280	Rs. 280—8—320—9—410—10—450.	
31	Rotary Machine Operator ..			
32	Book Machine Operator ..			
33	Litho Foreman ..			
34	Litho Machine Foreman ..			
35	Block Foreman ..			
36	Senior Reader ..			
37	Head Mechanic ..			
38	Stationery Inspector ..			
39	Noter and Drafter ..	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
40	Draftsman ..	Rs. 160—280 (For qualified). Rs. 120—220 (I. T. I. pass). Rs. 100—160 (Unqualified).	Rs. 280—8—320—9—410—10—450. Rs. 200—5—250—6—280—8—320.	
41	Task Compositor ..	Rs. 120—250 Rs. 120—220 Rs. 100—180 } Rs. 100—160 } Rs. 80—140	Rs. 250—7—285—9—375—10—425. Rs. 230—6—290—8—330—10—380. Rs. 200—5—250—6—280—8—320. Rs. 185—3—215—4—235—6—265.	
42	Mono and Lino Operator	Rs. 120—250 Rs. 120—220	Rs. 250—7—285—9—375—10—425. Rs. 230—6—290—8—330—10—380.	
43	Litho Section Holder ..	Rs. 120—250 Rs. 120—220 (P. R. C.).	Rs. 250—7—285—9—375—10—425.	
44	Stenographer Junior Grade	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
45	Assistant Foreman ..	Rs. 120—220	Rs. 230—6—290—8—330—10—380	
46	Section Holder ..			
47	Lino Mechanic ..			
48	Mono Mechanic ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
49	Process Block Maker ..	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
50	Negative Plate Preparer ..			
51	Cameraman ..			
52	Negative Retoucher ..			
53	Colour Negative Retoucher ..			
54	Junior Reader ..			
55	Head Electrician ..			
56	Cashier ..	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
57	Assistant Incharge Record and Accounts Grad.			
58	R. K. and Accountants Grade	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
59	Compounder ..	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	Trained.
60	Assistant Section Holder ..	Rs. 100—180 plus Rs. 25 Special Pay against security for Assistant Cashier.	Rs. 200—5—250—6—280—8—320.	
61	Voucher Clerk ..			
62	Press Room Jamadar ..			
63	Revisers ..			
64	Assistant Cashier in Routine Grade.			
65	Routine Grade Clerk ..			
66	Store Keeper ..			
67	Welfare Organiser ..	Rs. 100—160	Rs. 200—5—250—6—280—8—320.	
68	Welfare Assistant ..			
69	Proof Arranger ..	Rs. 100—160	Rs. 200—5—250—6—280—8—320.	
70	Assistant Mono Mechanic			
71	Machine Man ..			
72	Assistant Rotary Machine Operator.			
73	Litho Writer ..			
74	Assistant Cameraman]			
75	Litho Machineman			
76	Assistant Negative Plate Preparer.			



Serial number	Designation of post	Existing pay scale	Recommendation		
			Pay scale	Remarks	
1	2	3	4	5	
77	Copy Holder	Rs. 100—160	.. Rs. 200—5—250—6—280—8—320.		
78	Fitter, Grade I				
79	Fitter, Mechanic				
80	Mechanic				
81	Electrician				
82	Telephone Electrician, Moulder, Caster, Bench Fitter, Mechanic, Turner.				
83	Head Carpenter				
84	Foundry Machineman	Rs. 80—140	.. Rs. 185—3—215—4—235—6—265.		
85	Surface Grader Operator, Tool-maker, Engraver, Drilling Machineman.				
86	Milling Machineman				
87	Ludlow Casting Operator				
88	Welder .. ..	Rs. 80—140	.. Rs. 185—3—215—4—235—6—265.		
89	Midwife .. ..	Rs. 80—140	.. Rs. 185—3—215—4—235—6—265.		
90	Lorry Driver/Van Driver.	Scooter Rs. 80—140	(i) Rs. 185—3—215—4—235—6—265. (ii) Rs. 175—3—205—4—225—5—250.	For heavy vehicles. For light vehicles.	
91	Compounder .. ..	Rs. 80—140	.. Rs. 185—6—215—4—235—5—265.	Untrained	
92	Head Constable/Leading Fireman.	Rs. 95—140	..	Scales as approved for the Police or Fire Service Department are to be allowed to them.	
93	Compositors (Salaried) ..	Rs. 80—125	.. Rs. 175—3—205—4—225—5—250.]		
94	Lino Barman ..	Rs. 75—115			
95	Mono Caster ..	Rs. 80—125			
96	Compositor-cum-Head Line Keeper.	Rs. 80—125			
97	Pressman ..	Rs. 75—115			
98	Die Stamper ..	Rs. 75—115			
99	Copper Plate Printer ..	Rs. 75—115			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
100	Folding Machineman	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
101	Bindry Machineman			
102	Gang Stitcher Machineman			
103	Block Finisher			
104	Etcher			
105	Fitter, Grade II			
106	Assistant Electrician			
107	Carpenter			
108	Blacksmith			
109	Matrix Moulder			
110	Litho Press Man			
111	Stereo-Caster			
112	Armature Winder			
113	Boring Stereo-Caster			
114	Foundry Worker, Grade I			
115	Addressographer	Rs. 75—110	Rs. 170—2—190—3— 205—4—225.	Scales as approved for the Police or Fire Service Department are to be allowed to them.
116	Fireman			
117	Distributor			
118	Impositor			
119	Type Supplier			
120	Galley Proof Pressman			
121	Head Line Keeper			
122	Forms and Type Keeper			
123	Machine Assistant			
124	Rotary Machine Assistant			
125	Rotary Caster			
126	Binder			
127	Gang Stitcher Assistant			
128	Three Sided Trimmer Machine-man.			



सत्यमेव जयते

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
129	Bindry Counter ..	Rs. 65—90	.. Rs. 170—2—190—3— 205—4—225.	
130	Rotating Machine Operator			
131	Plate Grainer ..			
132	Litho Machine Assistant ..			
133	Knife Grainer ..			
134	Metal Melter ..			
135	Foundry Worker, Grade II ..			
136	Stone Hand	Rs. 60—80	.. Rs. 170—2—190—3— 205—4—225.	
137	Metal Man			
138	Inkman and Paper-boy			
139	Paper Wetter			
140	Press Room Assistant			
141	Bindry Assistant			
142	Litho Assistant			
143	Hammerman			
144	Assistant Matrix Moulder			
145	Assistant Stereo Caster			
146	Stereo Assistant			
147	Foundry Assistant			
148	Care-taker, Press Jamadar, Gate Jamadar, Daftari, Counter Packer.			
149	Mochi .. ..	Rs. 55—75	.. Rs. 165—2—185—3— 215.	
150	Pump Attendant ..			
151	Liftman .. ..			
152	Gateman, Chaukidar, Lorry Cleaner, Rickshaw Puller, Wardboy, Dai, Orderly Peon, Grades I, II, III, Coolie, Mali, Bhisti, Waterman, Thela Driver, Sweeper.			
153	Apprentice Clerk ..			
		Rs. 75 fixed	.. Rs. 200 fixed.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(3) GOVERNMENT PRECISION INSTRUMENTS FACTORY, LUCKNOW				
1	Engineer-Manager	.. Rs. 1,200—1,700	.. Rs. 1,400—50—1,500—60—1,800.	
2	Production Engineer	.. Rs. 300—900		
3	Purchase Officer	.. Rs. 300—900		
4	Research Officer	.. Rs. 300—900		
5	Accounts Officer	.. Rs. 300—900	Rs. 550—30—700—40 900—50—1,200.	
6	Assistant Manager, Administration.	Rs. 300—900		
7	Personnel Officer	.. Rs. 300—900		
8	Medical Officer	.. Rs. 300—900 (With non-Practising Allowance at the rate of 25 per cent of pay).	(i) 550—30—700—40—900—50—1200. (ii) The Officer if drawn from the P. M. S. cadre will draw his own scale pay.	
9	Assistant Accounts Officer	.. Rs. 250—750	.. Rs. 450—25—650—30—800—50—950.	
10	Welfare Officer	.. Rs. 200—400		The officer will draw pay in the scale approved for such post by the Government in the Labour Department.
11	Foreman	.. Rs. 225—500 (Foreman Inspection and for the rest of the posts). Rs. 225—500 (for Graduate Engineers or Diploma holders, and Rs. 200—400 for others).	Rs. 400—15—475—20—575—25—750. Rs. 350—15—500—20—600—25—700.	For Diploma holders. For non-Diploma holders.
12	Assistant Foreman	.. Rs. 200—400	.. Rs. 350—15—500—20—600—25—700.	
13	Workshop Instructor	.. Rs. 200—400	.. Rs. 350—15—500—20—600—25—700.	
14	Head Clerk	.. Rs. 250—325	Rs. 400—15—475—15—550.	
15	Sales Incharge	.. Rs. 160—320	.. Rs. 300—8—340—10—440—12—500.	
16	Security Officer	.. Rs. 175—300 plus Special Pay of Rs. 60 p. m.		He will get his scale pay of the parent Department.
17	Chargeman Stores	.. Rs. 160—280	.. Rs. 280—8—320—9—410—10—450.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
18	Draftsman	Rs. 160—280 (For Qualified). Rs. 120—220 (I. T. I. pass). Rs. 100—160 (Unqualified).	Rs. 280—8—320—9—410—10—450. Rs. 200—5—250—6—280—8—320.	Qualified. Unqualified.
19	Senior Cost Assistant	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	B.Com be prescribed as the minimum qualification.
20	Staff Nurse	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
21	Senior Inspector	Rs. 150—260 For High School with trade certificate and 8 years' supervisory experience, and Rs. 120—220 for Class VIII pass with 10 years' supervisory experience of a reputed workshop.	Rs. 280—8—320—9—410—10—450. Rs. 230—6—290—8—330—10—380.	For High School. For non-High School.
22	Supervisor	Rs. 150—260 For High School with trade certificate and 8 years' supervisory experience, and Rs. 120—220 for Class VIII pass with 10 years' supervisory experience of a reputed workshop.	Rs. 280—8—320—9—410—10—450. Rs. 230—6—290—8—330—10—380.	For High School. For non-High School.
23	Stenographer	Rs. 120—250	Rs. 250—7—285—9—375—10—425. Rs. 300—8—340—10—440—12—500.	For 3 posts. For one post.
24	Cost Accountant	Rs. 120—250	Rs. 250—7—285—9—375—10—425	Intermediate can be prescribed minimum qualification.
25	Accountant	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
26	Noter and Drafter	Rs. 120—250		
27	Senior Clerk	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
28	Ledger Clerk			
29	Cashier			
30	Store Keeper			
31	Pharmacist (Compounder)	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
32	Cashier			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
33	Store Keeper (Tools)	.. Rs. 100—180	.. Rs. 230—6—290—8—330—10—380.	
34	Routine Clerk, Cost Clerk, Store Clerk, Typist, Establishment Clerk, Record Keeper, Suspense Clerk, Budget Clerk, Junior Clerk, Receipt and Despatch Clerk, Routine Clerk-cum-typist.	Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
35	Driver (Truck)	} Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
36	Driver (Tractor)			
37	Driver (Pickup)	.. Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
38	Daftari/Treasury Dafedar/ Railway Dafedar.	Rs. 60—80	.. Rs. 170—2—190—3—205—4—225.	
39	Orderly, Orderly Peon, Mazdoor, Store Helper, Cleaner Lab. Bearer, Hospital Attendant, Gate Keeper, Watch and Ward, Sweeper.	Rs. 55—75	.. Rs. 165—2—185—3—215.	

## (4) DIRECTORATE OF GEOLOGY AND MINING

1	Director	.. Rs. 1,200—1,700	.. Rs. 1,400—50—1,500—60—1,800.	
2	Joint Director	.. Rs. 1,000—1,500	.. Rs. 1,150—50—1,400—50—1,700.	
3	Deputy Director	.. Rs. 750—1,400	.. Rs. 900—50—1,600	
4	Senior Geo-Chemist	.. Rs. 750—1,400		
5	Geologist	.. Rs. 600—1,250	.. Rs. 800—50—1,450	
6	Assistant Geologist	.. Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
7	Geo-Chemist	.. Rs. 300—900		
8	Geo-Chemist	.. Rs. 300—900		
9	Assistant Geo-Physicist	.. Rs. 300—900		
10	Assistant Chemist	.. Rs. 300—900		
11	Assistant Drilling Engineer	.. Rs. 300—900		
12	Officer Surveyor	.. Rs. 300—900		
13	Officer Incharge Map Section	Rs. 300—900		
14	Mines Officer	.. Rs. 300—900		
15	Assistant Accounts Officer	.. Rs. 250—750	.. Rs. 450—25—650—30—800—50—950.	

Serial number	Designation of post	Existing pay scale	Recommendation		
			Pay scale	Remarks	
1	2	3	4	5	
16	Technical Assistant (Geology)	Rs. 225—500	..	..	
17	Technical Assistant (Chemistry).	Rs. 225—500			
18	Driller .. ..	Rs. 225—500			
19	Technical Assistant (Geophysics).	Rs. 225—500			
20	Mines Inspector ..	Rs. 225—500	Rs. 400—15—475—20—575—25—750.		
21	Surveyor ..	Rs. 225—500	.. Rs. 350—15—500—20—600—25—700.		
22	Superintendent, Accounts ..	Rs. 225—500	.. Rs. 400—15—475—20—575—25—750.		
23	Mechanical Foreman ..	Rs. 200—400	.. Rs. 350—15—500—20—600—25—700.		
24	Senior Draftsman ..	Rs. 180—380	.. Rs. 325—10—375—12—495—16—575.		
25	Store Superintendent ..	Rs. 180—380			
26	Office Superintendent ..	Rs. 250—325	Rs. 400—15—550		
27	Surveyor ..	Rs. 175—300	Rs. 350—15—500—20—600—25—700.		
28	Draftsman ..	Rs. 160—280 (Fully qualified). Rs. 120—220 (I. T. I. Pass). Rs. 100—160 (Unqualified).	Rs. 280—8—320—9—410—10—450.		
28-A.	Senior Laboratory Technician	Rs. 160—280	Rs. 280—8—320—9—410—10—450.		
29	Head Clerk ..	Rs. 150—260			
30	Senior Accountant ..	Rs. 120—250	Rs. 250—7—285—9—375—10—425.		
31	Stenographer ..	Rs. 120—250	Rs. 300—8—340—10—440—12—500.	For one post of Stenographer to the Director.	
32	Drilling Assistant ..	Rs. 120—220	Rs. 230—6—290—8—330—10—380.		
33	Photographer ..	Rs. 120—220			
34	Senior Clerk	Rs. 120—220			
35	Senior Clerk and Typist ..	Rs. 120—220			
36	Accountant ..	Rs. 120—220			
37	Noter and Drafter ..	Rs. 120—220			
38	Librarian ..	Rs. 120—220			
39	Store Keeper ..	Rs. 120—220			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
40	Mechanic ..	Rs.100—180	Rs. 200—5—250—6— 280—8—320.	
41	Diesel Mechanic ..	Rs.100—180		
42	Clerk ..	Rs.100—180		
43	Clerk/Typist ..	Rs.100—180		
44	Drilling Store Clerk ..	Rs.100—180		
45	Assistant Store Keeper ..	Rs.100—180		
46	Accounts Clerk ..	Rs.100—180		
47	Jack Hammer Driller ..	Rs.100—160		
48	Drill Operator ..	Rs.100—160		
49	Laboratory Assistant ..	Rs.100—160		
50	Geo Plant Operator ..	Rs.100—160	Rs. 185—3—215—4— 235—6—265.	
51	Sampler ..	Rs.160—160		
52	Photography Assistant ..	Rs. 80—140		
53	Driver, Heavy Vehicle ..	Rs. 80—140		
54	Section Cutter ..	Rs. 75—115		
55	Electrician ..	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
56	Welder ..	Rs. 75—115		
57	Driver, Zeep/Light vehicles..	Rs. 75—115		
58	Drill Helper ..	Rs. 60—80	Rs. 170—2—190—3— 205—4—225.	
59	Pump Attendant ..	Rs. 60—80		
60	Daftari, Cyclostyle Machine Operator.	Rs. 60—80		
61	Peon, Chaukidar, Cleaner, Mali, Laboratory Attendant, Lab. Bearer Shot firer and Sweeper.	Rs. 55—75	Rs. 165—2—185—3— 215.	

## (5) PROVINCIAL TEXTILE CONTROLLER

1	Head Assistant (Textile) ..	Rs. 150—260	..	Rs. 300—8—340—10— 440—12—500.
2	Upper Division Assistant ..	Rs. 120—220	}	Rs. 230—6—290—8— 330—10—380.
3	Reference Clerk ..	Rs. 120—220		
4	Lower Division Assistant ..	Rs. 100—180		Rs. 200—5—250—6— 280—8—320.
5	Peon ..	Rs. 55—75	..	Rs. 165—2—185—3— 215.
6	Mali ..	Rs. 55—75	..	Rs. 165—2—185—3— 215.



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(6) ORGANIZATION OF THE SUGAR COMMISSIONER, UTTAR PRADESH				
1	Personal Assistant	.. Rs. 400—550	.. Rs. 500—25—625—25—750.	
2	Tax Collection Officer	.. Rs. 225—500	.. Rs. 400—15—475—20—575—25—750.	
3	Khandsari Officer, Additional Khandsari Officer.	Rs. 200—450	.. Rs. 350—15—500—20—600—25—700.	
4	Khandsari Inspector	.. Rs. 160—280	.. Rs. 280—8—320—9—410—10—450.	
5	Accountant	} .. Rs. 150—260	.. Rs. 300—8—340—10—440—12—500.	If the duties and responsibilities of this post and its educational qualifications and method of recruitment are the same as for the post of Statistical Assistant in the Directorate of Economic Intelligence and Statistics, the scale of pay may be Rs. 350—15—500—20—600—25—700.
6	Head Clerk			
7	Statistical Assistant	.. Rs. 120—250	.. Rs. 300—8—340—10—440—12—550.	
8	Compiler	.. Rs. 120—250	.. Rs. 250—7—285—9—375—10—425.	
9	Cashier	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
10	Record Keeper, Noter and Drafter, Compilation Assistant, Accounts Clerk.	Rs. 120—220	.. Rs. 250—7—285—9—375—10—425.	
11	Junior Clerk	.. Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
12	Daftari	.. Rs. 60—80	.. Rs. 170—2—190—3—205—4—225.	
13	Peon/Chaukidar/Process Server Sweeper.	Rs. 55—75	.. Rs. 165—2—185—3—215.	



## 12. FOOD AND CIVIL SUPPLIES DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

### (1) FOOD AND CIVIL SUPPLIES ORGANIZATION

1	Commissioner, Food and Civil Supplies and also Secretary Food and Civil Supplies.			The post is held by an I. A. S. Officer.
2	Provincial Marketing Officer (Food).	Rs. 600—1,250	Rs. 800—50—1,050— E.B.—50—1,300—E.B.—50—1,450.	
3	Regional Food Controller	Rs. 600—1,250		Posts are held by I. A. S. or P. C. S. (Executive) Officers. They will carry their own grade pay.
4	Additional District Magistrate (Rationing), Kanpur.	Rs. 600—1,250		The U.P.C.S. (Executive Branch) Officers will carry their own scale of pay when posted on these posts.
5	Deputy Town Rationing Officer, Kanpur.	Rs. 600—1,250		
6	Regional Marketing Officer	Rs. 300—900	Rs. 550—30—700—E.B.—40—900—E.B.—50—1,200.	
7	Deputy Regional Food Controller.	Rs. 300—900 plus Rs. 50 Special Pay to P. C. S. Officers.	(i) Rs. 550—30—700—E.B.—40—900—E.B.—50—1,200. (ii) Rs. 650—1,300	Three of these posts may be given the selection scale.
8	District Supply Officer-cum-Town Rationing Officer/Rent Control and Eviction Officer, Grade. I.	Rs. 300—900		
9	District Supply Officer-cum-Town Rationing Officer/Rent Control and Eviction Officer, Grade II.	Rs. 250—600	(i) Rs. 450—25—650—E.B.—30—800—E.B.—50—950. (ii) Rs. 550—30—700—E.B.—40—900—E.B.—50—1,200.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
10	Deputy Regional Marketing Officer.	Rs. 250—550	.. Rs. 400—15—475—E.B.—20—575—E.B.—25—750.	
11	Assistant Regional Food Controller.	Rs. 200—450	.. Rs. 400—15—475—E.B.—20—575—E.B.—25—750.	
12	Area Rationing Officer/ Assistant Rationing Officer (Rent Control).	Rs. 200—400	.. Rs. 350—15—500—E.B.—20—600—E.B.—25—700.	
13	Chief Inspector, Supply Wing	Rs. 160—320	Rs. 325—10—375—E.B.—12—495—E.B.—16—575.	
14	Senior Marketing Inspector	Rs. 150—350		
15	Head Clerk	Rs. 150—260	.. Rs. 280—8—320—E.B.—9—410—E.B.—10—450.	
16	Marketing Inspector	Rs. 120—250		
17	Senior Inspector, Supply Wing	Rs. 120—250	.. Rs. 325—10—375—E.B.—12—495—E.B.—16—575.	
18	Head Clerk	Rs. 120—250	.. Rs. 250—7—285—E.B.—9—375—E.B.—10—425.	
19	Accountant			
20	Stenographer			
21	Stenographer to Regional Food Controllers.			
22	Statistical Assistant			
23	IIInd Grade Clerk	Rs. 120—220	.. Rs. 230—6—290—E.B.—8—330—E.B.—10—380.	
24	Accountant			
25	Supply Inspector, Enquiry Inspector, Junior Regional Inspector.			
26	Junior Inspector	Rs. 100—180	.. Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
27	Senior Accounts Clerk			
28	IIIrd Grade Clerk			
29	Record Keeper			
30	Assistant Marketing Inspector	Rs. 100—180	.. Rs. 230—6—290—E.B.—8—330—E.B.—10—380.	
31	Clerk/Typist	Rs. 100—180	.. Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
32	Godown Keeper			
33	IV Grade Clerk			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
34	Driver ..	Rs. 80—140 (For heavy vehicle).	Rs. 185—3—215—E.B.— 4—235—E.B.—6—265	For heavy vehicle.
35	Driver ..	Rs. 75—115 (For light vehicle)	Rs. 175—3—205—E.B.— 4—225—E.B.—5—250	For light vehicle.
36	Daftari ..	} Rs. 60—80	.. Rs. 170—2—190—E.B.— 3—205—E.B.—4—225.	
37	Kamdar ..			
38	Peon, Orderly peon, Chaukidar, Waterman, Sweeper, Messenger, Bundle Lifter.	Rs. 55—75 ..	Rs. 165—2—185—E.B.— 3—215.	

## (2) WEIGHTS AND MEASURES WING

1	Controller, Weights and Measures.				The post is held by an I. A. S. Officer.
2	Deputy Controller, Weights and Measures.	Rs. 400—1,000 ..	Rs. 650—30—800—E.B.— 40—1,000—E.B.—50—1,300.		
3	Assistant Controller, Weights and Measures.	Rs. 300—900 ..	Rs. 550—30—700—E.B.— 40—900—E.B.—50—1,200.		
4	Senior Inspector ..	Rs. 200—400 ..	Rs. 325—10—375— E.B.—12—495—E.B.— 16—575.		
5	Head Assistant ..	Rs. 250—325 ..	Rs. 400—15—475— E.B.—15—550.		
6	Mechanical Supervisor ..	Rs. 175—300 ..	Rs. 300—8—340—E.B.— 10—440—E.B.—12—500.		
7	Inspector ..	Rs. 120—250 ..	Rs. 280—8—320—E.B.— 9—410—E.B.—10—450.		
8	Statistical Assistant ..	} Rs. 120—250	.. Rs. 250—7—285—E.B.— 9—375—E.B.—10—425.		
9	Accountant ..				
10	Noter and Drafter ..				
11	Stenographer ..	Rs. 120—250 ..	Rs. 250—7—285—E.B.— —9—375—E.B.—10—425.		With selection grade of Rs. 300—8—340—E.B.—10—440—E.B.—12—500. for 10 per cent of permanent posts in the lower scale.
12	Senior Accounts Clerk ..	} Rs. 120—220	Rs. 230—6—290—E.B.— 8—330—E.B.—10—380.		
13	Senior Clerk ..				
14	Junior Accounts Clerk ..	} Rs. 100—180	Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.		
15	Clerk, Typist ..				

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
16	Driver ..	Rs. 80—140 .. (For heavy vehicle).	Rs. 185—3—215—E.B.— 4—235—E.B.—6—265.	For heavy vehicle.
17	Driver ..	Rs. 75—115 .. (For light vehicle).	Rs. 175—3—205—E.B.— 4—225—E.B.—5—250.	For light vehicle.
18	Daftari ..	Rs. 60—80 ..	Rs. 170—2—190—E.B.— 3—205—E.B.—4—225.	
19	Messenger, Laboratory Attendant, Peon, Orderly peon, Chaukidar.	Rs. 55—75 ..	Rs. 165—2—185—E.B.— 3—215.	

## (3) STAFF OF THE OFFICE OF THE LIAISON OFFICER, CALCUTTA

1	Head Assistant-cum-Accountant.	Rs. 150—260 ..	Rs. 280—8—320—E.B.— 9—410—E.B.—10— 450.	
2	Stenographer ..	Rs. 120—250 ..	Rs. 250—7—285—E.B.— 9—375—E.B.—10— 425.	
3	Upper Division Assistant ..	Rs. 120—250 ..	Rs. 250—7—285—E.B.— 9—375—E.B.—10— 425.	
4	Lower Division Assistant ..	Rs. 100—180 ..	Rs. 200—5—250—E.B.— 6—280—E.B.—8— 320.	
5	Peon ..	Rs. 55—75 ..	Rs. 165—2—185—E.B.— 3—215.	

## (4) ASSISTANT COMMISSIONER FOOD AND CIVIL SUPPLIES, LUCKNOW

1	Assistant Commissioner, Food and Civil Supplies.	Rs. 300—900 ..	Rs. 650—30—800—40— 1,000—50—1,300.	
2	Stenographer ..	Rs. 120—250 ..	Rs. 250—7—285—E.B.— 9—375—E.B.—10— 425.	
3	Peon ..	Rs. 55—75 ..	Rs. 165—2—185—E.B.— 3—215.	

## (5) DIRECTORATE OF MOVEMENTS, U. P.

1	Director of Movements ..	Rs. 600—1,250	
---	--------------------------	---------------	--

Usually a serving or an ex-Railway Officer is appointed. The emoluments of the Officer are fixed by the Government keeping in view the emoluments last drawn by him. This may continue.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
2	Stenographer ..	Rs.160—320     ..	Rs.300—8—340—E.B. —10—440—E.B.—12 —500.	
3	Upper Division Assistant ..	Rs.140—280 ..	Rs.280—8—320—E.B. —9—410—E.B.—10 450.	
4	Statistical Assistant ..	Rs.120—250 ..	Rs.250—7—285—E.B. —9—375—E.B.—10— 425.	
5	Movement Inspector ..	Rs.120—220 ..	Rs.230—6—290—E.B. —8—330—E.B.—10— 380.	
6	Traffic Inspector ..			
7	Upper Division Assistant ..			
8	Lower Division Assistant ..	Rs.100—180 ..	Rs.200—5—250—E.B. —6—280—E.B.—8— 320.	
9	Peon ..	Rs.55—75 ..	Rs.165—2—185—E.B. —3—215.	



सत्यमेव जयते

### 13. MEDICAL AND PUBLIC HEALTH DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) DIRECTORATE OF MEDICAL AND HEALTH SERVICES				
1	Director of Medical and Health Services.	Rs.2,000—2,250 ..	Rs.2,250—100—2,750.	
2	Additional Director of Medical and Health Services.	Rs.1,800—2,000 ..	Rs.1,900—50—1 950—75—2,250.	
3	Joint Director ..	Rs.600—1,250 plus Rs.200 special pay.	Rs.800—50—1,450	A special grade of Rs.1,200—1,800 is also recommended for 30 to 40 posts, as Government may deem necessary, and such posts as carry responsibility commensurate with this scale, may be placed in it. Recommendations as to special pays where admissible, are being made separately.
4	Deputy Director ..	Rs.600—1,250 plus Rs.100 special pay.		
5	Civil Surgeons ..	Rs.600—1,250		
6	Additional Civil Surgeons and Superintendents of Hospitals.	Rs.600—1,250		
7	Provincial Medical Service (Women) Selection Grade.	Rs.600—1,250		
8	Ordinary Grade—			
	(i) Surgeon	Rs.300—900 ..	Rs.550—30—700—40—900—50—1,200.	
	(ii) Physician			
	(iii) Pathologist			
	(iv) Radiologist			
	(v) Anesthetist			
	(vi) Child Specialist			
	(vii) Eye Specialist			
	(viii) Orthopedic Surgeon			
	(ix) Ear, Nose and Throat Surgeon.			
	(x) Specialist in Psychiatry			
	(xi) T. B. Specialist			
	(xii) Skin Diseases Specialist			
	(xiii) Medical Officers			
	(xiv) P. M. S. Women Ordinary Grade.			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
9	Assistant Director ..	Rs.600—1,250	.. Rs.800—50—1,450.	
10	Deputy Director Nursing Services. ..	Rs.600—1,250		
11	Senior Accounts Officer ..	Rs.600—1,250		
12	Executive Engineer ..	Rs.600—1,250		
13	Accounts Officer ..	Rs.400—1,000	.. Rs.650—30—800—40—1,000—50—1,300.	
14	Deputy Superintendent, Nursing Service. ..	Rs.400—900	.. Rs.550—30—700—40—900—50—1,200.	
15	Assistant Engineer ..	Rs.300—900	.. Rs.550—30—700—40—900—50—1,200.	
16	Assistant Architect ..	Rs.300—900 with starting pay of Rs.350.	.. Rs.550—30—700—40—900—50—1,200.	
17	Assistant Superintendent, Nursing Services. ..	Rs.250—750	.. Rs.450—25—650—30—800—50—950.	
18	Assistant Accounts Officer ..	Rs.250—750	.. Rs.450—25—650—30—800—50—950.	
19	Personal Assistant ..	Rs.400—550	.. Rs.500—25—750.	
20	Medical Officer ..	Rs.225—500	.. Rs.400—15—475—20—575—25—750.	
21	Serologist, State Blood Bank, Lucknow. ..	Rs.225—500	.. Rs.400—15—475—20—575—25—750.	
22	Messeur, Balrampur Hospital ..	Rs.200—450	.. Rs.350—15—500—20—600—25—700.	
23	Technical Officer (Health Education Bureau). ..	Rs.200—450	.. Rs.450—25—575—25—700—30—850.	
24	Receptionist-cum-Welfare Officer. ..	Rs.120—220	.. Rs.230—6—290—8—330—10—380.	

## (2) NURSING SERVICES

1	Senior Matron	..	Rs.400—550	..	Rs.450—25—700—30—850.	Starting pay Rs.550.
2	Matron	..	Rs.350—450	..	Rs.450—25—575—25—700.	
3	Principal Tutor	..		..	Rs.450—25—575—25—700.	
4	Assistant Matron	..	Rs.250—350	..	400—15—475—15—550.	Government may consider grant of an allowance if more than 8 hours duty is taken.
5	Tutor	..				
6	Public Health Nurse Tutor	..				
7	Theatre Supervisor	..	Rs.200—300	..		



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
8	Sister, Ward Master	.. Rs.200—300	.. Rs.350—15—500.	
9	Staff Nurse	.. Rs.150—260	.. Rs.280—8—320—9—410—10—450.	
10	House Keeper	.. Rs.100—180	.. Rs.200—5—250—6—280—8—320.	
11	Assistant Housekeeper	.. Rs.100—160	.. Rs.200—5—250—6—280—8—320.	

## (3) MATERNITY AND CHILD WELFARE

1	Assistant Superintendent	.. Rs.150—350	.. Rs.300—10—350—12—470—16—550.
2	Regional Public Health Nurse	Rs.250—350	.. Rs.400—15—475—15—550.
3	Sister	.. Rs.200—300	.. Rs.350—15—500.
4	Staff Nurse	.. Rs.150—260	.. Rs.280—8—320—9—410—10—450.
5	Health Visitor	.. Rs.120—250	.. Rs.250—7—285—9—375—10—425.
6	Midwife	.. Rs.80—140	.. Rs.185—3—215—4—235—6—265.
7	Dai	.. Rs.55—75	.. Rs.170—2—190—3—205—4—225.

## (4) DIRECTORATE OF MEDICAL AND HEALTH SERVICES (MINISTERIAL STAFF)

1	Head Assistant	.. Rs.350—400	.. Rs.450—25—575—25—700.	
2	Senior Auditor	.. Rs.200—450	.. Rs.350—15—500—20—600—25—700.	
3	Statistical Assistant	.. Rs.200—400	.. Rs.350—15—500—20—600—25—700.	
4	Computer	.. Rs.180—380	.. Rs.325—10—375—12—495—16—575.	
5	Head Clerk	.. Rs.160—320	.. Rs.300—8—340—10—440—12—500.	
6	Stenographer	.. Rs.160—320	.. Rs.300—8—340—10—440—12—500.	Ten per cent posts be given in selection Grade of Rs.400—20—600.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
7	Overseer	Rs. 175—300	Rs. 300—8—340—10—440—12—500.	
8	Noter and Drafter	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
9	Accountant			
10	Cashier	Rs. 140—280 <i>plus</i> Rs. 10 special pay.	Rs. 280—8—320—9—410—10—450.	
11	Auditor	Rs. 160—280	Rs. 280—8—320—9—410—10—450.	
12	Draftsman			
13	Statistician	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
14	Reference and Accounts Clerk.	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
15	Junior Stenographer	Rs. 120—220	Rs. 230—6—290—8—320—10—380.	
16	Leave Reserve	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
17	Routine Clerk			
18	Driver	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	For light vehicles.
19	Bundle Lifter, Jamadar, Machine Blue Print Operator, Daftari.	Rs. 60—80	Rs. 170—2—190—3—205—4—225.	
20	Sweeper Orderly, Peon, Far-rash, Waterman, Khalasi Chaukidar, Mali.	Rs. 55—75	Rs. 165—2—185—3—215.	

## (5) MINISTERIAL STAFF OF CIVIL SURGEONS' AND DISTRICT HEALTH OFFICES

*Medical Side—*

1	Physical Culturist	Rs. 200—400	Rs. 350—15—500—20—600—25—700.	
2	Head Assistant	Rs. 250—325	Rs. 400—15—550	
3	Assistant Superintendent	(i) Rs. 160—320	(i) Rs. 300—8—340—10—440—12—500.	
		(ii) Rs. 150—260	(ii) Rs. 280—8—320—9—410—10—450.	
4	Overseer	Rs. 175—300	Rs. 300—8—340—10—440—12—500.	
5	Head Clerk	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
6	Stenographer	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	

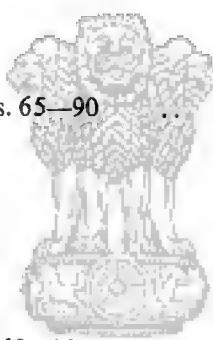
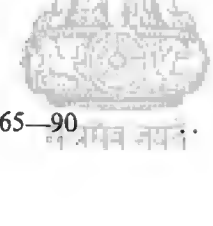
Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
7	Senior Clerk	.. Rs. 120—220 <i>plus</i> Rs. 10 if he handles cash.	Rs. 230—6—290—8— 330—10—380.	
8	Farm Supervisor	.. Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
9	Steward/Assistant Steward	.. Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
10	Store-keeper	.. Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
11	Second Clerk/Steward Clerk/ Hospital Clerk.	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
12	Store-keeper-cum-Clerk/ Assistant Store-keeper.			

*Health Side—*

1	Head Assistant	.. Rs. 160—320	.. Rs. 300—8—340—10— 440—12—500.	
2	Senior Chief Clerk	.. Rs. 140—280	Rs. 280—8—320—9— 410—10—450.	
3	Head Clerk	.. Rs. 150—260		
4	Noter and Drafter	.. Rs. 150—260		
5	Stenographer	.. Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
6	Senior Clerk (Accountant and Accounts Clerk).	Rs. 120—220 <i>plus</i> Rs. 10 special pay.	Rs. 230—6—290—8— 330—10—380.	
7	Junior Clerk and Store Clerk	Rs. 100—180 <i>plus</i> Rs. 10 special pay for Store Clerk.	Rs. 200—5—250—6— 280—8—320.	
8	Assistant Store-keeper	.. Rs. 80—140	.. Rs. 185—3—215—4— 235—6—265.	

## (6) MENTAL HOSPITALS

1	Occupational Therapist	.. Rs. 200—400	.. Rs. 350—15—500—20— 600—25—700.	
2	X-Ray Technician	.. Rs. 120—220	.. Rs. 250—7—285—9— 375—10—425.	For trained and qualified.
3	Pharmacist	.. Rs. 120—220	.. Rs. 230—6—290—8— 330—10—380.	
4	Laboratory Technician	.. Rs. 120—220	.. Rs. 230—6—290—8— 330—10—380.	
5	Farm Supervisor	.. Rs. 120—220		
6	Lady Instructor	.. Rs. 100—180	.. Rs. 200—5—250—6— 280—8—320.	High School qualification be prescribed in future.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
7	Electrician (Electric Mistri)	(i) Rs. 100—160 .. (ii) Rs. 75—115 ..	(i) Rs. 200—5—250— 6—280—8—320. (ii) Rs. 175—3—205— 4—225—5—250	For future High School and trade certificate be prescribed.
8	Chief Head Attendant ..	Rs. 80—140 Special pay of Rs. 5.	Rs. 185—3—215—4— 235—6—265.	
9	Head Attendant ..	Rs. 80—140 ..	Rs. 185—3—215—4— 235—6—265.	
10	Weaving Instructor ..	Rs. 80—140 ..	Rs. 185—3—215—4— 235—6—265.	In future High School and training in Weaving be prescribed.
11	Attendant (Male)	 Rs. 65—90 ..	Rs. 170—2—190—3— 205—4—225.	
12	Attendant (Female)			
13	Blacksmith			
14	Carpenter			
15	Mason	 Rs. 65—90 ..	Rs. 170—2—190—3— 205—4—225.	
16	Toy Instructor			
17	Niwar Making Instructor			
18	Basket Instructor			
19	Tailor	Rs. 60—80 ..	Rs. 170—2—190—3— 205—4—225.	
20	Chakki Mistri			
21	Basket Maker			
22	Daftari			
23	Head Sweeper	Rs. 55—75 ..	Rs. 165—2—185—3— 215.	
24	Ploughman			
25	Cartman			
26	Mali			
27	Bhisti	Rs. 55—75 ..	Rs. 165—2—185—3— 215.	
28	Garden Coolie			
29	Garden Mazdoor			
30	Cook			
31	Table Servant			

Serial number	Designation of post	Existing pay & scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
32	Ward Boy .. ..	Rs.55—75 ..	Rs. 165—2—185—3—215.	
33	Gate Keeper .. ..			
34	Barber .. ..			
35	Orderly .. ..			
36	Peon .. ..			
37	Store Peon .. ..			
38	Dhobi .. ..			
39	Kumhar .. ..			
40	Kahar .. ..			
41	Inferior Servants .. ..			
42	Sweeper .. ..			
43	Sweepress .. ..			
44	O. P. D. Attendant .. ..			
45	Chaukidar .. ..			

## (7) MALARIA AND FILARIA UNIT

1	Entomologist .. ..	Rs. 300—900 .. ..	Rs. 550—30—700—40—900—50—1,200.
2	Assistant Entomologist .. ..	Rs. 225—500 .. ..	Rs. 400—15—475—20—575—25—750.
3	Entomological Assistant .. ..	Rs. 200—450 .. ..	Rs. 400—15—475—20—575—25—750.
4	Health Supervisor .. ..	Rs. 160—320 .. ..	Rs. 300—10—350—12—470—16—550.
5	Assistant Unit Officer .. ..	Rs. 160—320 .. ..	Rs. 300—8—340—10—440—12—500.
6	Senior Malaria Inspector .. ..	(i) Rs. 150—300 (Old scale) .. ..	(i) Rs. 300—8—340—10—440—12—500.
		(ii) Rs. 150—260 (New scale) .. ..	(ii) Rs. 280—8—320—9—410—10—450.
7	Statistician .. ..	Rs. 120—250 .. ..	Rs. 250—7—285—9—375—10—425.
8	Laboratory Assistant .. ..	Rs. 120—220 .. ..	Rs. 230—6—290—8—330—10—380.
9	Laboratory Technician .. ..		
10	Surveillance Inspector .. ..		
11	Senior Laboratory Technician .. ..		
12	Malaria Inspector .. ..		
13	Health Inspector .. ..		
14	Filaria Inspector .. ..		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
15	Basic Health Worker	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
16	House Visitor ..			
17	Head Insect Collector ..	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
18	Insect Collector ..	Rs. 65—90	Rs. 170—2—190—3—205—4—225.	
19	Superior Field Worker	Rs. 55—75	Rs. 170—2—190—3—205—4—225.	
20	Field Worker ..	Rs. 55—75	Rs. 165—2—185—3—215.	

## (8) EPIDEMIOLOGY

1	Medical Officer Epidemic..	On fixed pay of Rs. 350 <i>plus</i> D.A.		Government may themselves fix their salary according to the circum- stances of each case.	
2	Assistant Epidemic Officer..	Rs. 175—300	..	Rs. 300—8—340—10— 440—12—500.	
3	Statistical Assistant	..	Rs. 120—250	..	Rs. 250—7—285—9— 375—10—425.
4	Field Assistant..	..	Rs. 120—220	..	Rs. 230—6—290—8— 330—10—380.
5	Technician, Laboratory	..	Rs. 120—220	..	Rs. 230—6—290—8— 330—10—380.
6	Laboratory Assistant	..	Rs. 120—220	..	Rs. 230—6—290—8— 330—10—380.
7	Store-keeper, E. S. D.	..	Rs. 100—180	..	Rs. 200—5—250—6— 280—8—320.
8	Assistant Store-keeper	..	Rs. 80—140	..	Rs. 185—3—215—4— 235—6—265.
9	Carpenter	..	Rs. 100 fixed pay <i>plus</i> D. A.	..	Rs. 185 fixed or scale of Rs. 170—2—190— 3—205—4—225.
10	Nursing Assistant	..	Rs. 60—80	..	Rs. 175—3—205—4— 225—5—250.
11	Chaukidar	..	Rs. 55—75	..	Rs. 165—2—185—3— 215.
12	Office Peon	..			
13	Waterman	..			
14	Khalasi	..			
15	Store Attendant	..			
16	Thela Puller	..			
17	Sweeper	..			
18	Orderly Peon	..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(9) STATE HEALTH TRANSPORT ORGANIZATION				
1	Deputy Director, Technical	Rs. 600—1,250 <i>plus</i> Special pay Rs. 100.	Rs. 800—50—1,450	
2	Assistant Transport (Engineer)	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
3	Senior Foreman, Grade 'A'	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
4	Senior Foreman, Grade 'B'	Rs. 200—400	Rs. 350—15—500—20—600—25—700.	
5	Store Superintendent	Rs. 150—350	Rs. 300—10—350—12—470—16—550.	
6	Junior Foreman	Rs. 175—300	Rs. 300—8—340—10—440—12—500.	
7	Artisan, Grade I	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
8	Electrician			
9	Head Clerk			
10	Store-keeper	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
11	Stenographer	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
12	Assistant Electrician	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
13	Accountant			
14	Mechanical Draftsman			
15	Assistant Store-keeper	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
16	Time-keeper-cum-Workshop Clerk.			
17	Accounts Clerk			
18	Routine Clerk			
19	Mechanic-cum-Driver	(i) Rs. 80—140	(i) Rs. 185—3—215—4—235—8—265.	
20	Driver	(ii) Rs. 75—115	(ii) Rs. 175—3—205—4—225—5—250.	
21	Artisan, Grade II	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
22	Blacksmith			
23	Artisan, Grade III	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
24	Painter			
25	Fitter, Grade I	Rs. 75—115	Rs. 185—3—215—4—235—6—265.	
26	Upholsterer	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
27	Carpenter-cum-Packer			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
28	Artisan, Grade IV	Rs. 55—75	Rs. 170—2—190—3— 205—4—225.	
29	Fitter, Grade II			
30	Helper	Rs. 55—75	Rs. 165—2—185—3— 215.	
31	Chaukidar, Class IV employees for Central Workshop, Orderly peon, Cleaner.	Rs. 55—75	Rs. 165—2—185—3— 215.	

## (10) PROVINCIAL HYGIENE INSTITUTE

1	Nutrition Chemist	Rs. 225—500	Rs. 400—15—475—20— 575—25—750.	
2	Research Assistant	Rs. 200—400	Rs. 350—15—300—20— 600—25—700.	
3	Chemist	Rs. 160—280	Rs. 280—8—320—9— 410—10—450.	
4	Laboratory Assistant	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
5	Boiler Mechanic	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
6	Driver	(i) Rs. 80—140 For heavy vehicle. (ii) Rs. 75—115 For light vehicle.	(i) Rs. 185—3—215—4 235—6—265. (ii) Rs. 175—3—205— 4—225—5—250	For heavy vehicle. For light vehicle.
7	Daftari	Rs. 60—80	Rs. 170—2—190—3— 205—4—225.	
8	Laboratory Attendant	Rs. 55—75	Rs. 165—2—185—3— 215.	
9	Animal Attendant			
10	Laboratory Servant-cum- Orderly peon, Peon, Fire- man.			

## (11) PUBLIC ANALYST BRANCH AND PARA MEDICAL STAFF

1	Public Analyst to Govern- ment.	Rs. 600—1,250 with 25 per cent non- Practising allowance subject to a mini- mum of Rs. 75 and maximum Rs. 300.	Rs. 900—50—1,600	
2	Assistant Public Analyst	Rs. 300—900 with 25 per cent of non- Practising Allow- ance subject to a minimum of Rs. 75 and maximum Rs. 300.	Rs. 550—30—700—40— 900—50—1,200.	
3	Assistant Government Analyst.	Rs. 300—900	Rs. 550—30—700—40— 900—50—1,200.	
4	Bio Chemist			



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
5	Section Incharge Food	Rs. 250—550	Rs. 400—15—475—20—575—25—750.	
6	Nutrition Chemist	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
7	Senior Analyst	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	
8	Senior Analytical Assistant (Food).	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	
9	Senior Analyst	Rs. 250—450	Rs. 350—15—500—20—600—25—700.	
10	Senior Analytical Assistant (Drug).	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	
11	Research Assistant	Rs. 200—400	Rs. 350—15—500—20—600—25—700.	
12	Chief Sanitary Inspector	Rs. 175—350	Rs. 400—15—550	
13	Junior Analytical Assistant (Food).	Rs. 150—350	Rs. 300—10—350—12—470—16—550.	
14	Junior Analyst			
15	Junior Analytical Assistant			
16	Sanitary Inspector	(i) Rs. 150—260 (ii) Rs. 250—300 Selection grade for 10 per cent posts.	(i) Rs. 280—8—320—9—410—10—450. (ii) Rs. 350—15—500	For 10 per cent posts in Selection Grade.
17	Chemist	Rs. 160—280	Rs. 280—8—320—9—410—10—450.	
18	Head Clerk	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
19	Stenographer	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
20	Senior Clerk (Upper Division Clerk).	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
21	Para Medical Assistant	Rs. 120—220	Rs. 250—7—285—9—375—10—425.	
22	Laboratory Assistant	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
23	Accounts Clerk	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
24	Storekeeper	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
25	Routine Clerk			
26	Laboratory Assistant trained.	Un- Rs. 80—140	Rs. 185—3—215—4—235—6—265.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
27	Apprentice Analytical Assistant Food.	Rs. 120 fixed.	.. Rs. 250 fixed.	
28	Vaccinator	.. Rs. 65—90	.. Rs. 170—2—190—3—205—4—225.	
29	Daftari	.. Rs. 60—80	.. Rs. 170—2—190—3—205—4—225.	
30	Laboratory Attendant	Rs. 55—75	.. Rs. 165—2—185—3—215.	
31	Peon, Water-boy, Sweeper, Parcel Opener, Farrash, Chaukidar IV class servants and Animal keeper.			

## (12) SMALL-POX SCHEME

1	Small-pox Supervisor	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
2	Driver	(i) Rs. 80—140 for heavy vehicle.	(i) Rs. 185—3—215—4—235—6—265.	For heavy vehicle.
		(ii) Rs. 75—115 for light vehicle.	(ii) Rs. 175—3—205—4—215—5—250.	For light vehicle.

## (13) DRUGS SECTION

1	Senior Drugs Inspector	.. Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
2	Inspector of Drugs	.. Rs. 250—550	.. Rs. 400—15—475—20—575—25—750.	

## (14) VITAL STATISTICS SECTION

1	Assistant Director	.. Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
2	State Training Officer	.. Rs. 225—500	.. Rs. 400—15—475—20—575—25—750.	
3	Senior Investigator			
4	Statistical Assistant	.. Rs. 200—400	.. Rs. 350—15—500—20—600—25—700.	
5	Compilers	.. Rs. 120—250	.. Rs. 250—7—285—9—375—10—425.	
6	Punchers and Verifiers	Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	

## (15) T. B. SCHEME

1	B. C. G. Team Leader and Non-Medical Team Leader.	Rs. 150—260	.. Rs. 280—8—320—9—410—10—450.	
2	B. C. G. Technician	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (16) LEPROSY CONTROL

1	Medico Social Worker	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
2	Non-Medical Supervisor	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
3	Non-Medical Assistant	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
4	Physiotherapy Technician			

## (17) VENEREAL DISEASES

1	Medico-Social Worker	Rs. 120—210 Revision omitted by the P. R. C.	Rs. 250—7—285—9— 375—10—425.	
2	Medico-Social Worker	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
3	Para Medical Worker	Rs. 75—140 Revision omitted by the P. R. C.	Rs. 200—5—250—6— 280—8—320.	

## (18) EMPLOYEES STATE INSURANCE SCHEME

1	Physiotherapist	Rs. 200—400	Rs. 350—15—500—20— 600—25—700.	
2	Dresser	(i) Rs. 120—220 Trained. (ii) Rs. 75—115 For others.	(i) Rs. 230—6—290—8— 330—10—380. (ii) Rs. 175—3—205— 4—225—5—250.	
3	Refractionist (Eye Hospital)	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
4	Laboratory Technician	(i) Rs. 120—220 For trained. (ii) Rs. 100—160 (High School passed). (iii) Rs. 80—140 For others.	(i) Rs. 230—6—290— 8—330—10—380. (ii) Rs. 200—5—250— 6—280—8—320. (iii) Rs. 185—3—215— 4—235—6—265.	
5	Pharmacist	(i) Rs. 120—220 Trained. (ii) Rs. 80—140 For untrained.	(i) Rs. 230—6—290— 8—330—10— 380. (ii) Rs. 185—3—215— 4—235—6—265.	For trained employees.
6	Medical Attendant	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
7	Daftari	Rs. 60—80	Rs. 170—2—190—3— 205—4—225.	
8	Ward Boy, Aya, Jamadar (Sweeper), Chaukidar, Orderly Peon, Mali.	Rs. 55—75	Rs. 165—2—185—3— 215.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (19) FAMILY PLANNING DEPARTMENT

1	State Family Planning Officer	Rs. 600—1,250 <i>plus</i> special pay Rs. 200 <i>plus</i> 25 per cent non- Practising allowance.	Rs. 800—50—1,450	
2	Deputy Director	Rs. 600—1,250 <i>Plus</i> Rs. 100-special pay and 25 per cent non-Practising all- owance.	Rs. 800—50—1,450	P. C. S. Offi- cer or an Offi- cer of the Medical De- partment will carry his own grade.
3	Deputy Director, Training			
4	Assistant Director, Publicity			
5	Assistant Director, Headquarters.			
6	Administrative Officer	600—1,250	Rs. 800—50—1,450	
7	Mass Media-cum-Communi- cation Officer.	Rs. 600—1,250	Rs. 800—50—1,450	
8	Executive Engineer	Rs. 600—1,250	Rs. 800—50—1,450	
9	Demographer	Rs. 600—1,250	Rs. 800—50—1,450	
10	Statistical Officer	Rs. 400—1,000	Rs. 650—30—800—40 —1,000—50—1,300.	
11	Social Scientist			
12	District Family Planning Officer	Rs. 300—900 <i>plus</i> non-Practising allowance 25 per cent <i>plus</i> Rs. 100 special pay.	Rs. 550—30—700—40 —900—50—1,200.	
13	Lekha Adhikari	Rs. 300—900	Rs. 550—30—700—40 —900—50—1,200.	
14	Suprintendent Offset Press			
15	Bhandar Adhikari	Rs. 250—750	Rs. 450—25—650—30 —800—50—950.	
16	Song and Drama Officer	Rs. 250—550	Rs. 450—25—575—25 —700—30—850.	
17	Health Extension Educator	Rs. 225—500	Rs. 400—15—475—20 —575—25—750.	
18	Social Science Instructor			
19	Health Education Inspretor			
20	Senior Auditor	Rs. 200—450	Rs. 350—15—500—20 —600—25—700.	
21	Extension Educator	Rs. 200—450		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
22	Investigator	.. Rs. 200—400	.. Rs. 350—15—500—20—600—25—700.	
23	Artist-cum-photographer	.. Rs. 180—380	.. Rs. 325—10—375—12—495—16—575.	
24	Public Health Nurse Instructor.	.. Rs. 250—350	.. Rs. 400—15—550.	
25	Head Assistant	.. Rs. 160—320	.. Rs. 300—8—340—10—440—12—500.	
26	Stenographer	.. (i) Rs. 160—320 (ii) Rs. 120—250	(i) Rs. 300—8—340—10—440—12—500. (ii) Rs. 250—7—285—9—375—10—425.	
27	Health Assistant	..		
28	Male Social Worker	..		
29	Lady Social Worker	..		
30	Assistant Editor	..		
31	Store Inspection Officer	..		
32	Process Operator-cum-Developer.	..		
33	Incharge Hallia Plate Section	.. Rs. 160—280	.. Rs. 280—8—320—9—410—10—450.	
34	Incharge Machine Section	..		
35	Incharge Binding Section	..		
36	Statistical Assistant	..		
37	Assistant Incharge	.. Rs. 150—260	.. Rs. 280—8—320—9—410—10—450.	
38	Statistical Assistant	..		
39	Computer	..		
40	Statistical Assistant	..		
41	Upper Division Assistant	..		
42	Camera Operator-cum-Developer.	..		
43	Negative Retoucher	..		
44	Proof Reader	..		
45	Artist-cum-photographer	..		
46	Health Assistant	..		
47	Lower Division Assistant	.. Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
48	Machineman (proof)	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	For High School and I. T. I pass.
49	Family Welfare Worker	(i) Rs. 100—180	Rs. 200—5—250—6—280—8—320.	High School or above.
		(ii) Rs. 80—140	Rs. 185—3—215—4—235—6—265	Non-High School.
50	Projectionist	(i) Rs. 100—160	(i) 200—5—250—6—280—8—320.	For High School and I. T. I pass.
		(ii) Rs. 80—140	(ii) Rs. 185—3—215—4—235—6—265.	Those having worked for more than 7 years may be deemed to be qualified and given the scale of Rs.200—5—250—6—280—8—320.
51	Driver	(i) Rs. 80—140	Rs. 185—3—215—4—235—6—265.	For heavy vehicles.
		(ii) Rs. 75—115	Rs. 175—3—205—4—225—5—250.	For light vehicles.
52	Projectionist-cum-Driver	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
53	Compositor-cum-copyholder	Rs. 80—125	Rs. 175—3—205—4—225—5—250.	
54	Daftari	Rs. 60—80	Rs. 170—2—190—3—205—4—225.	
55	Graining Machine Operator	Rs. 65—90	Rs. 170—2—190—3—205—4—225.	
56	Gestetner Operator	..		
57	Assistant Machineman	..		
58	Assistant Binder	..		
59	Orderly/Peon/Packer/Chaukidar.	Rs. 55—75	Rs. 165—2—185—3—215.	

## (20) GOVERNMENT MEDICAL COLLEGES AND HOSPITALS

1	Principal	Rs. 2,000—2,250	Rs. 2,200—100—2,500	
2	Director, J. K. Institute	Rs. 2,000—2,250	(i) Rs. 2,200—100—2,500	Personal to Dr. Haldar.
			(ii) Rs. 1,200—50—1,500	For others.
			60—1,800.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
3	Professor .. ..	Rs. 1,100—1,600	Rs. 1,200—50—1,500—60—1,800.	
4	Professor in Bio-Chemistry	Rs. 1,100—1,600 ..	Rs. 1,200—50—1,500—60—1,800.	
5	Reader .. ..	Rs. 700—1,250 .. starting Rs. 750.	Rs. 800—50—1,450	
6	Histopathologist ..	Rs. 700—1,250 .. starting Rs. 750.	Rs. 800—50—1,450	
7	Reader in Bio-Chemistry ..	Rs. 700—1,250 ..	Rs. 800—50—1,450	
8	Physicist Reader ..	(i) Rs. 700—1,250 (ii) Rs. 400—950	(i) Rs. 800—50—1,450 (ii) Rs. 650—30—800—40—1,000—50—1,300.	For a Ph.D. or a non-Ph. D.
9	Reader in Radium ..	Rs. 700—1,250 .. starting Rs. 750 <i>plus</i> 25 per cent non-Practising allowance.	Rs. 800—50—1,450.	
10	Lecturer .. }	Rs. 400—950 .. with starting Rs.	Rs. 650—30—800—40—1,000—50—1,300.	
11	Junior Therapist }	480.		
12	Medical Officer of Health-cum-Lecturer.	Rs. 400—950 ..	Rs. 650—30—800—40—1,000—50—1,300.	
13	Lecturer in Bio-Chemistry			
14	Lecturer in Pharmacology			
15	Lecturer Chemist			
16	Lecturer Drug Chemistry			
17	Bio-Chemist Central Research station.			
18	Lecturer-cum-Clinical Psychologist.			
19	Statistician-cum-Lecturer	Rs. 300—900 ..	Rs. 550—30—700—40—900—50—1,200.	
20	Physicist-cum-Lecturer in Radio Physics.			
21	Registrar			
22	Bio-Chemist Human Metabolic.			
23	Assistant Public Health Engineer-cum-Lecturer.	Rs. 400—550 ..	Rs. 500—25—750.	
24	Deputy Superintendent ..			
25	Personal Assistant ..	Rs. 400—550 ..	Rs. 500—25—750.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
26	Public Relations Officer ..	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	
27	Office Superintendent ..	Rs. 350—450	Rs. 450—25—575—25—700.	
28	Registrar ..	Rs. 300—400	Rs. 450—25—575—25—700.	
29	Demonstrator ..	Rs. 300—400		
30	Physio-therapist ..	Rs. 200—400	Rs. 350—15—500—20—600—25—700.	
31	Curator ..	Rs. 300—400	Rs. 450—25—575—25—700.	
31-A.	Curator Teacher ..	Rs. 250—300 <i>plus</i> 25 per cent N. P. A.	Rs. 350—15—500.	
32	Tutor in Embryology	Rs. 300—400	Rs. 450—25—575—25—700.	
33	Registrar-cum-Tutor			
34	Medical Record Officer ..	Rs. 200—400	Rs. 350—15—500—20—600—25—700.	
35	Cataloguer ..	(i) Rs. 150—350	Rs. 300—10—350—12—470—16—550.	
		(ii) Rs. 120—220	230—6—290—8—330—10—380.	
		(iii) Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
36	Medico Social Worker/Lady Social Worker.	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
37	Phyctic Social Worker ..	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
38	Stenographer ..	(i) Rs. 160—320	(i) Rs. 300—8—340—10—440—12—500.	
		(ii) Rs. 120—250	(ii) 250—7—285—9—375—10—425.	
39	Refractionist ..	Rs. 250—300	Rs. 350—15—500 ..	If M. B. B. S. is an essential and minimum qualification, Government may consider allowing a higher scale for the post.
40	Theatre Supervisor ..	Rs. 200—300	Rs. 350—15—500.	
41	Resident Officer ..	Rs. 250—300	Rs. 350—15—500.	
42	Librarian ..	Rs. 150—300	Rs. 300—8—340—10—440—12—500.	
43	Dietician ..	(i) Rs. 120—300	(i) Rs. 300—8—340—10—440—12—500.	
		(ii) Rs. 150—260	(ii) Rs. 280—8—320—9—410—10—450.	



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
44	Electric Supervisor ..	Rs. 175—300	.. Rs. 300—8—340—10—440—12—500.	
45	Overseer Electrical and Mechanical.	Rs. 175—300	.. Rs. 300—8—340—10—440—12—500.	
46	Sanitary Inspector ..	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
47	Head Clerk ..			
48	Assistant Records Officer	Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
49	Accountant/Cashier-cum-Accountant. ..			
	Store-keeper ..			
	Senior Clerk ..			
	Steward ..			
50	X-Ray Technician ..	Rs. 120—220	.. Rs. 250—7—285—9—375—10—425.	
51	Laboratory Technician (Assistant).	Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
	Technical Assistant			
	Dental Technician-Mechanic			
	Technician ..			
	Pharmacist ..			
	Senior Radiographer ..			
	Masseur (Massagist non-graduate).			
	Games Physical Director			
	Library Assistant ..			
	Artist-cum-Museum Assistant.			
52	Artist-cum-Modeller ..	(i) Rs. 120—220 ..	(i) Rs. 230—6—290—8—330—10—380.	For Diploma holders.
		(ii) Rs. 100—160	(ii) Rs. 200—5—250—6—280—8—320.	For those who are Intermediate or have equivalent qualifications.
53	House Officer ..	Rs. 200 fixed.	Rs. 300 fixed.	
54	Clerk, Cashier ..	Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
	Store-keeper/Assistant ..			
	Storekeeper, Assistant ..			
	Librarian, House-keeper ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
55	Technician in Physio-therapy	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
	Plaster Technician ..			
	Operation-room Technician			
	Theatre Technician ..			
	Technician in Operation ..			
	Photo Artist .. ..			
	Dark Room Assistant ..			
	Neuro-Psychiatric-Technician			
	Modeller .. ..			
56	Lecture Theatre Technician..	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
57	Refrigeration Mechanic (Mistry). .. ..	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
58	Electrician	(i) Rs. 100—160	(i) Rs.200—5—250—6— —280—8—320.	
		(ii) Rs.80—140	(ii) Rs.185—3—215—4 —235—6—265.	
59	Driver/Ambulance Driver ..	(i) Rs.80—140 (Heavy vehicle).	(i) Rs.185—3—215—4 —235—6—265.	For heavy vehicle.
		(ii) Rs.75—115 (Light vehicle).	(ii) Rs.175—3—205—4 —225—5—250.	For light vehicle.
60	Electric Mistry ..	Rs.80—140	Rs.185—3—215—4— 235—6—265.	
	Artisan Mechanic ..			
	Stockman for Animal House.			
61	Gas Mistri .. ..	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
62	Mason, Pipe Fitter/Pipeline Mistri. .. ..	Rs.65—90	Rs.170—2—190—3— 205—4—225.	
	Assistant Electrician ..			
	Tailor/Carpenter ..			
	Water Pump Driver/Wireman			
	Plumber .. ..			
63	Daftari .. ..	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
	Head Mali .. ..			
	Head Jamadar .. ..			

Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
64	Mali, Chaukidar, Mazdoor, Bhishti, Peon/Orderly Peon, Mortuary Peon, Literate Peon, Laboratory Attendant, Taxidermist, Sweeper, Safai Mazdoor. ..	Rs.55—75	Rs.165—2—185—3— 215.	
	Sweeper-cum-Chaukidar ..			
	Aya/Ward Aya, Farrash ..			
	Bearer-cum-Kahar, Cleaner			
	Liftman, Diet Distributor ..			
	Cook, Kahar, Waterman/ Animal Keeper, Dhobi.			
	Masalchi, O.P.D. Attendant			
	Stretcher Bearer, Bearer ..			
	Telephone Attendant ..			
	X-ray Attendant ..			

**Posts whose scales were not revised by the U. P. Pay Rationalization Committee in 1965**

1	Statistician .. ..	Rs.200—350	Rs.300—10—350—12 —470—16—550.	
2	Photographer .. ..	Rs.200—300	Rs.350—15—500	
3	Health Educator .. ..	Rs.120—300	Rs.300—8—340—10 —440—12—500.	
4	Medico Social Worker .. ..	Rs.120—300	Rs.300—8—340—10— 440—12—500.	
5	Artist-cum-Museum Assistant	Rs.100—200	Rs.230—6—290—8— 330—10—380.	
6	X-ray Technician .. ..	Rs.80—150	Rs.250—7—285—9— 375—10—425.	For trained and quali- fied.
7	Mechanic .. ..	Rs. 75—150	Rs. 185—3—215—4— 235—6—265.	
8	Fitter Mistry .. ..	Rs. 50—120	Rs. 175—3—205—4— 225—5—250.	
9	Electric Mistry, Stockman for Animal house, Artist, Plumber, Technician in Medicine, Pump Driver.	Rs. 45—80	Rs. 170—2—190—3— 205—4—225.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (21) DENTAL CLINICS

1	Dental Surgeon	.. Rs. 250—750	.. (i) Rs. 500—25—650—30—800—50—1,000. (ii) Rs. 550—30—700—40—900—50—1,200.	Five posts in selection grade.
2	Dental Hygienist	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
3	Dental Mechanic	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	

## (22) T. B. DEMONSTRATION AND TRAINING CENTRE, AGRA

1	Director	.. Rs. 1,100—1,600 <i>plus</i> 25 per cent N.P.A.	Rs. 1,200—50—1,500—60—1,800.	
2	Epidemiologist	..		
3	Senior Medical Officer	..		
4	Bacteriologist	..		
		} Rs. 700—1,250 <i>plus</i> 25 per cent N.P.A.		Rs. 800—50—1,450
5	Junior Medical Officer	.. Rs. 400—950 <i>plus</i> 25 per cent N.P.A.	Rs. 650—30—800—40—1,000—50—1,300.	
6	Medical Officer Incharge (Mobile Diognostic).	Rs. 300—900 <i>plus</i> 25 per cent N.P.A.	Rs. 550—30—700—40—900—50—1,200.	

## (23) PHARMACY TRAINING CENTRES

1	Professor of Pharmacy	.. Rs. 1,100—1,600 (U.G.C. scale).	Rs. 1,200—50—1,500—60—1,800.	
2	Reader-cum-Senior Pharmacist.	Rs. 700—50—1,250 (U.G.C. scale).	Rs. 800—50—1,450	
3	Lecturer in Pharmacy	.. Rs. 400—950	.. Rs. 550—30—700—40—900—50—1,200.	
4	Lecturer (B. Pharma)	.. Rs. 400—650	.. Rs. 450—25—700—30—850.	

## (24) KING GEORGE'S MEDICAL COLLEGE, LUCKNOW

1	Principal	.. Rs. 2,000—2,250	.. Rs. 2,200—100—2,500	
2	Professor	.. Rs. 1,100—1,600	Rs. 1,200—50—1,500—60—1,800	
3	Reader	Rs. 700—1,250 With a starting salary of Rs. 750 (with 25 per cent non-Practising allowance for non-Practising posts).	Rs. 800—50—1,450	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
4	Lecturer .. ..	Rs. 400—950 With [starting salary of 480 (with 25 per cent N. P. A.).	Rs. 650—30—800—40— 1,000—50—1,300.	
5	Demonstrator ..	Rs. 300 —400 (With 25 per cent N. P. A.)	Rs. 450—25—700	
Office Staff—				
1	Office Superintendent	} Rs. 350—450 ..	Rs. 450—25—575—25— 700.	
2	Accountant			
3	Head Clerk/Assistant Superintendent.	Rs. 150—350 ..	Rs. 300—10—350—12— 470—16—550.	
4	Stenographer for the Principal.	Rs. 160—320 ..	Rs. 400—20—600	
5	Senior Assistant ..	Rs. 140—280 ..	Rs. 280—8—320—9— 410—10—450.	
6	Stenographer ..	Rs. 120—250 ..	Rs. 250—7—285—9— 375—10—425.	
7	Junior Assistant ..	Rs. 120—220 ..	Rs. 230—6—290—8— 330—10—380.	
8	Store Keeper (Plastic Surgery)	Rs. 120—220 ..	Rs. 230—6—290—8— 330—10—380.	
9	Clerk/Accounts Clerk/Routine Clerk.	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
10	Storekeeper ..	Rs. 100—180 (with special pay).	Rs. 230—6—290—8— 330—10—380.	No Special pay.
11	Assistant Storekeeper ..	Rs. 100—180 ..	Rs. 200—5—250—6— 280—8—320.	
12	Cashier ..	Rs. 80—150 ..	Rs. 230—6—290—8— 330—10—380.	
Library Staff—				
1	Deputy Librarian ..	Rs. 400—800 ..	Rs. 450—25—650—30— 800—50—950.	
2	Documentalist	Rs. 110—200	Rs. 250—7—285—9— 375—10—425.	
3	Library Assistant	} Rs. 100—180	} Rs. 200—5—250—6— 280—8—320.	
4	Cataloguer			
5	Senior Assistant ..	Rs. 60—120		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
<i>Para-Medical Staff--</i>				
1	Bio-Chemist (Psychiatry) ..	Rs. 300—900	Rs. 550—30—700—40— 900—50—1,200.	
2	Statistician (Psychiatry) ..	Rs. 300—900		
3	Psychologist ..	Rs. 300—500	Rs. 400—15—475—20— 575—25—750.	
4	Psychologist ..	Rs. 225—500		
5	Prosthetic Mechanic ..	Rs. 225—500		
6	Occupational Therapist ..	Rs. 200—500	Rs. 350—15—500—20— 600—25—750.	
7	Bio-Chemist (Paediatrics) ..	Rs. 320—550	Rs. 500—25—750	
8	Bio-Chemist (Medicine and Surgery). ..	Rs. 320—500		
9	Senior Research Assistant ..	Rs. 200—450	Rs. 350—15—500—20— 600—25—700.	
10	Statistician, Physiotherapist, Recreational Therapist (Psychiatry), Social Worker (Psychiatry).	Rs. 200—400	Rs. 350—15—500—20— 600—25—700.	
11	Sanitary Inspector ..	Rs. 160—320	Rs. 300—8—340—10— 440—12—500.	
12	Junior Research Assistant ..	Rs. 150—350	Rs. 300—10—350—12— 470—16—550.	
13	College Artist ..	Rs. 175—300	Rs. 300—8—340—10— 440—12—500.	
14	Artist (Surgery) ..	Rs. 175—300		
15	Health Educator ..	Rs. 160—320		
16	Librarian-cum-Artist ..	Rs. 175—300		
17	Computer ..	Rs. 140—280	Rs. 280—8—320—9— 410—10—450.	
18	Dental Hygienist ..	Rs. 150—260		
19	Dental Mechanic ..	Rs. 150—260		
20	Photographer ..	Rs. 150—260		
21	Sanitary Inspector, Public Health Nurse, Staff Nurse.	Rs. 150—260	Rs. 280—8—320—9— 410—10—450.	
22	Senior Technician (Medicine), Senior Laboratory Assistant, Electro Eucephalogram, Electro Cardiograph Technician (Laboratory Assistant), Senior Laboratory Assistant (Surgery), Senior Laboratory Assistant.	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	

Serial number	Designation of post	Existing pay scale	Recommendation		
			Pay scale	Remarks	
1	2	3	4	5	
23	Modeller ..	Rs. 80—250 (Not revised)	Rs. 230—6—290—8— 330—10—380.		
24	Research Assistant ..	Rs. 250 fixed.	Rs. 300 fixed.		
25	Physiotherapist, Artist-cum-Museum Attendant, Health Visitor, House Keeper, Compounder, Orthoptist, Pharmacist, Laboratory Technician (Psychiatry), Research Assistant (Anatomy), Audio-visual Technician, Senior Laboratory Assistant.	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.		
26	Technicians, other than X-ray Technician.	Rs. 120—220 in new posts. Rs. 80—140 for old posts in which grade has been reduced.	Rs. 230—6—290—8— 330—10—380.	For those with Inter Science with Diploma where it exists or Inter Science with 3 years experience or High School with Diploma and 2 years experience or High School or non-Matric with more than 7 years experience.	
27	X-Ray Technician (Dental)	Rs. 120—220	Rs. 250—7—285—9— 375—10—425.		
28	X-Ray Technician (Anatomy)	Rs. 120—220			
29	Technician Medicine ..	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.		
30	Theatre Technician ..	Rs. 120—220			
31	Electrocardiograph Technician (Surgery).	Rs. 100—180			
32	Dental Assistant ..	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.		
33	Junior Laboratory Assistant	Rs. 100—180			
34	Photographer ..	Rs. 100—160			
35	Pharmacist ..	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.		
36	Taxidermist, Laboratory Assistant.	Rs. 100—160	Rs. 200—5—250—6— 280—8—320.		
37	Compounder (Untrained) ..	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
38	Animal Keeper, Animal Room Attendant.	Rs. 80—140	Rs. 200—5—250—6—280—8—320.	If Intermediate otherwise Rs. 185—265.
39	Auxiliary, Nurse-cum-Midwife, Midwife Compounder.	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
40	Assistant Mechanic (Dental)	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
41	Technical Assistant	Rs. 75—115		
42	Staff Nurse Dental	Rs. 65—120 (Not revised).		As for other staff Nurses.
43	Laboratory Assistant (Provincial Pathology).	Rs. 60—100 (Not revised).	Rs. 200—5—250—6—280—8—320.	
<i>Medical Staff—</i>				
1	Medical Officer	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
2	Assistant Surgeon	Rs. 300—900		
3	House Surgeon (Dental)	Rs. 150 fixed.	Rs. 200 Fixed.	
<i>Works Department—</i>				
1	Assistant Engineer	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
2	Overseer	Rs. 175—300	Rs. 300—8—340—10—440—12—500.	
3	Draftsman	Rs. 160—280	Rs. 280—8—320—9—410—10—450.	
4	Switch Board Attendant	Rs. 100—160	Rs. 200—5—250—6—280—8—320.	
5	Sub-Overseer			
6	Electrician			
7	Junior Overseer	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
8	Cinema Operator			
9	Electrician	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
10	Fitter			
11	Fitter	Rs. 65—90	Rs. 170—2—190—3—205—4—225.	
<i>Inferior Staff—</i>				
1	Driver, Gas House, Plumber Mistry, Technical Assistant, Driver.	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
2	Driver	(i) Rs. 80—140	Rs. 185—3—215—4—235—6—265.	Heavy vehicles.
		(ii) Rs. 75—115	Rs. 175—3—205—4—225—5—250.	Light vehicles.



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
3	Armature Winder ..	Rs. 75—115	.. Rs. 175—3—205—4—225—5—250.	
4	Caretaker, Caretaker (Dental), Lineman, Pump Attendant, Wireman, Fireman, Fire Pump Attendant, Record boy, Head Attendant, Junior Assistant, Head Mali, Dental Chair Attendant, Daftari-cum-record boy.	Rs. 65—90	.. Rs. 170—2—190—3—205—4—225.	
5	Daftari, Assistant Daftari ..	Rs. 60—80	.. Rs. 170—2—190—3—205—4—225.	
6	Assistant Driver Gas House, Laboratory Attendant, Sanitary Jamadar, Jamadar, Peon, Chaukidar, Sweeper.	Rs. 60—80	.. Rs. 170—2—190—3—205—4—225.	
7	Armature Winder, Cook, Mali, Peon, Waterman, Farrash, Chaukidar, Aya, Sweeper, Dog Bearer, Nursing orderly, Dhobi, Kahar Ward-boy, Subordinate staff, Clock Attendant.	Rs. 55—75	.. Rs. 165—2—185—3—215.	
8	Janitor Library ..	Rs. 35—65	.. Rs. 165—2—185—3—215.	
9	Laboratory Attendant (Provincial Pathology).	Rs. 35—65	.. Rs. 165—2—185—3—215.	
10	Pump Attendant ..	Rs. 20 Fixed	.. Rs. 165—2—185—3—215.	If whole-time otherwise Rs. 165 fixed.

## (25) GANDHI MEMORIAL AND ASSOCIATED HOSPITALS, LUCKNOW

1	Superintendent ..	Rs. 1,500—2,000	.. Rs. 1,900—50—1,950—75—2,250.	
2	Whole-time Anaesthetist ..	Rs. 300—900	} Rs. 550—30—700—40—900—50—1,200.	
3	Clinical Pathologist ..	Rs. 300—900 <i>plus</i> 25 per cent N. P. A. and Post graduate degree allowance Rs. 100 for those who are M. D. (Pathology).		
4	Casualty Medical Officer	Rs. 300—900 <i>plus</i> 25 per cent N.P.A.		
5	Medical Officer Incharge Artificial Limb Centre.	Rs. 300—900 <i>plus</i> 25 per cent N.P.A.		
6	Deputy Superintendent (Formerly Assistant Superintendent).	Rs. 300—900		

Serial number	Designation of post	Existing pay scale	Recommendation		
			Pay scale	Remarks	
1	2	3	4	5	
7	Accounts Officer	.. Rs. 300—900	..	The Officer will carry his own scale of pay.	
8	Statistician	.. Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.		
9	Speech Therapist				
10	Masseur	.. Rs. 250—750 (Personal to the incumbent).	(Per last Rs. 450—25—700—30—850.	Post vacant. Government to decide new scale according to qualifications etc.	
11	Public Relations Officer	.. Rs. 200—400	.. Rs. 350—15—500—20—600—25—700.		
12	Physiotherapist	.. Rs. 200—400	.. Rs. 350—15—500—20—600—25—700.		
13	Occupational Therapist	.. Rs. 200—300	.. Rs. 350—15—500—20—600—25—700.		
14	Medical Social Worker	.. Rs. 160—320	.. Rs. 300—8—340—10—440—12—500.		
15	Chief Residents	.. Rs. 335 Fixed	Rs. 450 Fixed.		
16	Senior Residents	.. Rs. 275 Fixed	Rs. 400 Fixed.		
17	Junior Residents	.. Rs. 225 Fixed	Rs. 350 Fixed.		
18	House Officers	.. Rs. 225 Fixed	Rs. 300 Fixed.		
19	Assistant Superintendent	.. Rs. 150—350	.. Rs. 300—10—350—12—470—16—550.		
20	Resident Medical Officer, Leprosy Hospital.	Rs. 175—300	.. Rs. 350—15—500.		
21	Workshop Manager	.. Rs. 175—300	.. Rs. 300—8—340—10—440—12—500.		
22	Senior Prosthetist	.. Rs. 300 Fixed	.. Rs. 250—7—285—9—375—10—425.		
23	Senior Assistant for Con-current Audit.	Rs. 140—280	.. Rs. 280—8—320—9—410—10—450.		
24	Senior Assistant	.. Rs. 140—280	.. Rs. 280—8—320—9—410—10—450.		
25	Brace-Maker	.. Rs. 140—280	.. Rs. 280—8—320—9—410—10—450.		
26	Stenographer	.. Rs. 120—250	.. Rs. 300—8—340—10—440—12—500.	(For Superintendent.)	
27	Stenographer	.. Rs. 120—250	.. Rs. 250—7—285—9—375—10—425.		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
28	Senior Laboratory Assistant	Rs. 120—250	.. Rs. 250—7—285—9— 375—10—425.	
29	Junior Assistant	.. Rs. 120—220	.. Rs. 230—6—290—8— 330—10—380.	
30	Storekeeper	.. Rs. 120—220	.. Rs. 230—6—290—8— 330—10—380.	
31	Cashier	.. Rs. 120—220 plus Cashier Allowance.	Rs. 230—6—290—8— 330—10—380.	
32	Theatre Supervisor	.. Rs. 120—220	.. Rs. 230—6—290—8— 330—10—380.	
33	Pharmacist ..	} Rs.120—220	.. Rs.230—6—290—8— 330—10—380.	For qualified and trained hands.
34	E.C.G. Technician			
35	X-Ray Technician	} Rs. 120—220	.. Rs.250—7—285—9— 375—10—425.	
36	X-Ray Technician (Anatomy)			
37	X-Ray Technician	.. Rs. 80 fixed	.. Rs.250—7—285—9— 375—10—425.	If the post is whole-time and the incumbent is trained and qualified, otherwise Rs.200 fixed.
38	Black Smith ..	} Rs. 120—220	.. Rs.230—6—290—8— 330—10—380.	
39	Wood Worker ..			
40	Leather Worker ..			
41	Refractionist ..	Rs. 200—220	Rs.550—30—700—40 —900—50—1,200.	For holders of M.B.B.S. degree, if the prescribed minimum qualification is M. B. B. S. degree and the post is whole-time.
42	Assistant Radiotherapist	Rs.200 fixed.		
43	Compulsory Rotating Interns	Rs.180 fixed	.. Rs.225 fixed	
44	Routine Clerk	} Rs.100—180	.. Rs.200—5—250—6— 280—8—320.	
45	Store keeper ..			
46	Dark-room Assistant			
47	Junior Assistant Laboratory			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
48	Technician ..	Rs.100—160 ..	Rs.200—5—250—6—280—8—320.	
	Laboratory Technician			
	Cardiovascular Technician			
	Audiometry Technician			
	Electric Technician			
	Electric Mistry ..			
	Electric Mechanic			
	Instrument Mechanic			
	Refrigerator Mechanic			
	Switch Board Attendant (Works Department)			
49	House Surgeon (Dental) ..	Rs.150 fixed ..	Rs.200 Fixed.	
50	Driver ..	Rs.80—140 ..	Rs.185—3—215—4—235—6—265.	
51	Radiographer ..	Rs.75—115 ..	Rs.175—3—205—4—225—5—250.	
52	Technician ..	Rs.60—120 ..		
53	Fitter ..	Rs.75—115 ..		
54	Carpenter ..	Rs.75—115 ..		
55	Driver ..	Rs.75—115 ..		
56	Driver ..	Rs.45—90 ..		
57	Driver ..	Rs.40 fixed ..		If the post is regular and whole-time, a time scale may be given as proposed for drivers of light vehicles.
58	Steno-Typist ..	Rs.100 fixed ..		If the post is whole-time, then the scale may be Rs.250—7—285—9—375—10—425, otherwise no revision is proposed.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
59	Laboratory Assistant (Provincial 'Pradesh' Pathological Laboratory).	Rs.60-100	Rs.200-5-250-6-280-8-320.	
60	Warder	Rs.65-90	Rs.170-2-190-3-205-4-225.	
61	Tailor			
62	Carpenter	Rs.45-80	Rs.170-2-190-3-205-4-225.	If whole-time.
63	Laboratory Attendant	Rs.60-80	Rs.170-2-190-3-205-4-225.	
64	Diet Distributor	Rs.60-80	Rs.170-2-190-3-205-4-225.	If the post is filled by promotion from amongst employees in the scale of Rs.55-75.
65	Jamadar Sick-Attendant	Rs.60-80	Rs.170-2-190-3-205-4-225.	
66	Daftari, Record boy, Bundle lifter, Painter	Rs.60-80 Rs.45-80		
67	Black-smith	Rs.45-80	Rs.170-2-190-3-205-4-225.	
68	Peon, Orderly Peon, Diet Distributor, Sick Attendants, Stretcher-bearer, Nursing orderly, Dhobi, Barber, Sweeper, Female Sick-attendant, Mali, Khits, Attendant for Limb Centre Lift-Attendant, Museum Attendant, Pump Attendant, Chowkidar, Mazdoor, Cleaner, Motorman, Dai, D. D. T. Man, Darwans, Water Coolie, Hospital Servants, Beldar, Coolie, Bhisti, Plug Attendant.	Rs.55-75	Rs.165-2-185-3-215.	
69	Kitchen Clerk (T.B.H.)	Rs.65 fixed.		If the post is whole-time then Rs.200-5-250-6-280-8-320 scale otherwise, no revision is proposed.
70	Laboratory Attendant (Provincial-Lab.)	Rs.35-65	Rs.165-2-185-3-215.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
71	Wireman .. ..	Rs.40 fixed.	..	No revision if the incumbent is a part time employee.
			Rs.170—2—190—3—205—1—225.	If whole-time.
72	Pump Attendant .. ..	Rs.20 fixed.	..	If whole-time.
			Rs.165—2—185—3—215.	
73	Fuseman .. ..	Rs.20 fixed.	..	No revision, if the incumbent is a part-time employee.
			Rs.165—2—185—3—215.	If he is whole-time.

**(26) AYURVEDIC AND UNANI DIRECTORATE AND STATE PHARMACY OF AYURVEDIC AND UNANI MEDICINES**

1	Director, Ayurvedic Unani Services.	and	Rs.1,000—1,500	..	Rs.1,200—50—1,500—60—1,800.
2	Assistant Director	..	Rs.300—900	..	Rs.650—30—800—40—1,000—50—1,300.
3	Personal Assistant	..	Rs.400—550	..	Rs.500—25—750
4	Head Assistant	..	Rs.250—325	..	Rs.400—15—550.
5	Stenographer .. ..	..	Rs.160—320	..	Rs.300—8—340—10—440—12—500.
6	Assistant Incharge Section	..	Rs.150—260	..	Rs.300—8—340—10—440—12—500.
7	Senior Noter and Drafter	..	Rs.120—250	..	Rs.250—7—285—9—375—10—425.
8	Stenographer .. ..	..		..	
9	Junior Noter and Drafter	..	Rs.120—220	..	Rs.230—6—290—8—330—10—380.
10	Accountant .. ..	..		..	
11	Reference Clerk	..		..	
12	Cashier .. ..	..		..	
13	Routine Clerk .. ..	..	Rs.100—180	..	Rs.200—5—250—6—280—8—320.
14	Bundle Lifter .. ..	..	Rs.60—80	..	Rs.170—2—190—3—205—4—225.
15	Daftari .. ..	..		..	
16	Jamadar .. ..	..		..	
17	Peons and other such employees.	such	Rs.55—75	..	Rs.165—2—185—3—215.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(27) STATE PHARMACY				
1	Superintendent ..	Rs.300—900	..	Rs.550—30—700—40—900—50—1,200.
2	Assistant Accounts Officer ..	Rs.250—570	..	Rs.450—25—650—30—800—50—950.
3	Manager ..	Rs.250—550	..	Rs.400—15—475—20—575—25—750.
4	Assistant Manager	Rs.225—500	Rs.400—15—475—20—575—25—750.	
5	Electrical and Mechanical Foreman.			
6	Pharmaceutical Chemist ..	Rs.200—400		Rs.350—15—500—20—600—25—700.
7	Junior Chemist ..	Rs.150—350		Rs.300—10—350—12—470—16—550.
8	Medical Officer (Vaid and Hakim qualified).	Rs.175—300		Rs.400—15—475—20—575—25—750.
9	Head Clerk ..	Rs.150—260		Rs.280—8—310—9—410—10—450.
10	Accountant-cum-Statistician	Rs.120—250	Rs.250—7—285—9—375—10—425.	
11	Stenographer ..	Rs.120—250		
12	Mechanic-cum-Electrician ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
13	Cashier ..			
14	Senior Noter and Drafter ..			
15	Cost Assistant ..			
16	Typist ....	Rs.100—180	Rs.200—5—250—6—280—8—320.	
17	Clerk-cum-Accountant ..			
18	Clerk ..			
19	Ledger Keeper ..			
20	Store Keeper ..			
21	Caretaker ..			
22	Godown Keeper ..			
23	Laboratory Assistant	Rs.100—160	Rs.200—5—250—6—280—8—320.	
24	Pharmaceutical Assistant			
25	Machine man ..			

Serial num. bea	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
26	Carpenter .. ..	Rs.65—90,	} Rs.170—2—190—3— 205—4—225.	
27	Daftari .. ..	Rs.60—80		
28	Packer and Sorter ..	} Rs.55—75	Rs.165—2—185—3— 215.	
29	Peon, Sweeper, Chaukidar, Waterman-cum-Farrash, Laboratory Attendant, Thela Mazdoor, Labora- tory Bearer, Labour. Orderly Peon.			

## (28) BOARD OF INDIAN AND UNANI MEDICINES

1	Registrar .. ..	Rs.250—750 (as personal to the incumbent),	Rs.400—15—475—20— 575—25—750.	As for Registrar Homeopathic Medicine Board.
2	Head Clerk .. ..	Rs.150—260	Rs.280—8—320—9— 410—10—450.	
3	Stenographer .. ..	Rs.120—250	Rs.250—7—285—9— 375—10—425.	
4	Clerk .. ..	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
5	Clerk .. ..	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
6	Daftari .. ..	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
7	Peon .. ..	Rs.55—75	Rs.165—2—185—3— 215.	

## (29) STATE AYURVEDIC AND UNANI SERVICES

1	Medical Officer ..	Rs.250—750	Rs.500—25—650— 30—800—50—1,000.
2	Physician, Grade II	Rs.225—500	Rs.450—25—700—30— 850.
3	Vaid and Hakim ..	Rs.150—260	Rs.300—10—350—12— 470—16—550.
4	Compounder .. ..	Rs.100—160	Rs.200—5—250—6— 280—8—320.
5	Peons and other such em- ployees.	Rs.55—75	Rs.165—2—185—3— 215.

## (30) INSPECTORATE OF AYURVEDIC AND UNANI MEDICINES

1	Regional Officer (Ayurvedic and Unani).	Rs.250—750	Rs.550—30—700—40— 900—50—1,200.
2	Orderly Peon .. ..	Rs.55—75	Rs.165—2—185—3— 215.



Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(31) STATE AYURVEDIC MEDICAL COLLEGE, LUCKNOW				
1	Principal .. ..	Rs.750—1,400	Rs.900—50—1,600	
2	Professor .. ..	Rs.600—1,250	Rs.800—50—1,450	
3	Reader .. ..	Rs.400—1,000	Rs.650—30—800—40— 1,000—50—1,200.	
4	Lecturer .. ..	Rs.300—900	Rs.550—30—700—40— 900—50—1,200.	
5	Pathologist .. ..			
6	Radiologist .. ..			
7	Senior Medical Officer .. ..	Rs.250—750	Rs.450—25—650—30— 800—50—950.	
8	Junior Medical Officer .. ..	Rs.225—500	Rs.400—15—475—20— 575—25—750.	
9	Matron .. ..	Rs.350—450	Rs.450—25—575—25— 700.	
10	Demonstrator .. ..	Rs.200—400	Rs.350—15—500—20— 600—25—700.	
11	Librarian .. ..	Rs.150—350	Rs.300—10—350—12— 475—16—550.	
12	Sister Tutor .. ..	Rs.250—350	Rs.400—15—550	
13	Resident Medical Officer .. ..	Rs.175—300	Rs.400—15—475—20— 575—25—750.	
14	Sister .. ..	Rs.200—300	Rs.350—25—500	
15	Ward Master .. ..	Rs.200—300	Rs.300—8—340—10— 440—12—500.	
16	Head Clerk .. ..	Rs.150—260	Rs.280—8—320—9— 410—10—450.	
17	Lady Doctor .. ..	Rs.150—260	Rs.280—8—320—9— 410—10—450.	
18	Staff Nurse .. ..	Rs.150—260	Rs.280—8—320—9— 410—10—450.	
19	Stenographer .. ..	Rs.120—250	Rs.250—7—285—9— 375—10—425.	
20	Senior Clerk .. ..	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
21	Cahsier .. ..			
22	Modeller .. ..			
23	Steward-cum-Storekeeper .. ..			

Serial number	Designation of post		Existing pay scale	Recommendation	
				Pay scale	Remarks
1	2		3	4	5
24	Technician .. ..	(i) Rs.120—220	Rs.230—6—290—8—330—10—380.		
		(ii) Rs.100—160	Rs.200—5—250—6—280—8—320.		
25	X-ray Technician ..	Rs.120—220	Rs.250—7—285—9—375—10—425.		
26	Electrician <sup>1</sup> .. ..	Rs.120—220	Rs.230—6—290—8—330—10—380.		
		Rs.80—140 (for untrained)	Rs.185—3—215—4—235—6—265.		
27	Clerk .. ..	Rs.100—180	Rs.200—5—250—6—280—8—320.		
28	Store Keeper .. ..	Rs.100—180	Rs.200—5—250—6—280—8—320.		
29	Curator .. ..	Rs.100—180	Rs.200—5—250—6—280—8—320.		
30	Housekeeper .. ..	Rs.100—180			
31	Laboratory Assistant ..	Rs.100—180			
32	Technical Assistant ..	Rs.100—160			
33	Dark-room Assistant ..	Rs.100—160 (untrained)			
34	Compounder-cum-office Assistant.	Rs.100—160			
35	Driver .. ..	Rs.80—140	Rs.185—3—215—4—235—6—265.		For heavy vehicles.
36	Tailor .. ..	Rs.65—90	Rs.170—2—190—3—205—4—225.		
37	Daftari .. ..	Rs.60—80			
38	Peons, Chaukidar and other such employees.	Rs.55—75	Rs.165—2—185—3—215.		
39	House Officer .. ..	Rs.150 fixed.	Rs.250 fixed.		

## (32) AYURVEDIC MAHAVIDYALAYA, VARANASI

1	Principal .. ..	Rs.600—1,250 (Starting Rs.700)	Rs.800—50—1,450	
2	Professor <sup>2</sup> .. ..	Rs.600—1,250	Rs.800—50—1,450	
3	Reader .. ..	Rs.400—1,000 (Starting Rs. 490)	Rs.650—30—800—40—1,000—50—1,300.	
4	Lecturer .. ..	Rs.300—900	Rs.550—30—700—40—900—50—1,200	
5	Demonstrator .. ..	Rs.200—400	Rs.350—15—500—20—600—25—700.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
6	Office Superintendent } ..	Rs. 150—350	Rs.300—10—350—12—470—16—550.	
7	Accountant	} Rs.140—280	Rs.280—8—320—9—410—10—450.	
8	Senior Assistant			
9	Junior Assistant	} Rs.120—220	Rs.230—6—290—8—330—10—380.	
10	Artist (Modeller)			
11	Routine Clerk ..	Rs.100—180	Rs.200—5—250—6—280—8—320.	
12	Head Mali .. ..	Rs.60—80 }	Rs.170—2—190—3—205—4—225.	
13	Peons and other such employees.	Rs.55—75	Rs.165—2—185—3—215	
<i>Hospital Side</i>				
1	Assistant Matron ..	Rs.250—350	Rs.400—15—475—15—550.	
2	Resident Medical Officer ..	Rs.175—300	Rs.350—15—500	
3	Sister .. ..	Rs.200—300	Rs.350—15—500	
4	Kitchen Clerk			
	(i) Senior Assistant ..	Rs.140—280	Rs.280—8—320—9—410—10—450.	
	(ii) Junior Assistant ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
5	Staff Nurse .. ..	Rs.150—260	Rs.280—8—320—9—410—10—450.	
6	Steward-cum-Storekeeper	Rs.120—220	Rs.230—6—290—8—330—10—380.	
7	Compounder (Assistant Vaid)	Rs.100—160	Rs.200—5—250—6—280—8—320.	
8	Driver Ambulance ..	Rs.80—150	Rs.185—3—215—4—235—6—265.	
9	Electrician .. ..	Rs.75—115	Rs.175—3—205—4—225—5—250.	
10	Peons, and other such employees.	Rs.55—75	Rs.165—2—185—3—215.	
11	House Officer .. ..	Rs.150 fixed.	Rs.250 fixed if whole-time.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (33) GOVERNMENT HOMEOPATHIC HOSPITALS (INTEGRATED)

1	Medical Officer (Integrated)	Rs.225—500	Rs.450—25—700—30—850.	
2	Medical Officer (Homeopathic).	Rs.150—260	Rs.300—10—350—12—470—16—550.	
3	Compounder (Homeopathic dispensary).	Rs.65—90	Rs.185—3—215—4—235—6—265.	
4	Peons and other such employees (Homeopathic dispensaries).	Rs.55—75	Rs.165—2—185—3—215.	

## (34) NATIONAL HOMEOPATHIC MEDICAL COLLEGE AND HOSPITAL, LUCKNOW

1	Principal	.. ..	Rs. 600—1,250	Rs.900—50—1,600	
2	Professor	.. ..	Rs.500—1,200	Rs.800—50—1,450	
3	Lecturer	.. ..	Rs.300—900	Rs.550—30—700—40—900—50—1,200.	
4	Demonstrator	.. ..	Rs.200—400	Rs.350—15—500—20—600—25—700.	
5	Resident Medical Officer	.. ..	Rs.175—300	Rs.400—15—475—20—575—25—750.	
6	Medical Officer	.. ..			
7	Lady Physician	.. ..			
8	Head Clerk	.. ..	Rs.150—260	R .280—8—320—9—410—10—450.	
9	Stenographer	.. ..	Rs.120—250	Rs.250—7—285—9—375—10—425.	
10	Senior Clerk	.. ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
11	Library Clerk	.. ..	Rs.100—180	Rs.200—5—250—6—280—8—320.	
12	Accounts Clerk	.. ..			
13	Store Clerk	.. ..			
14	Routine Clerk	.. ..			
15	Typist	.. ..			
16	Laboratory Assistant	.. ..	(i) Rs.100—160	Rs.200—5—250—6—280—8—320.	
		.. ..	(ii) Rs.80—140	Rs.185—3—215—4—235—6—265.	
17	House Physician	.. ..	Rs.150 fixed.	Rs.250 fixed.	
18	Mid-wife (trained)	.. ..	Rs. 80—140	Rs.185—3—215—4—235—6—265.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
19	Compounder .. ..	Rs.65-90	Rs.200—5—250—6— 280—8—320.	
20	Dresser .. ..	} Rs.60—80	Rs.170—2—190—3— 205—4—225.	
21	Daftari .. ..			
22	Peons and other such employees.	} Rs.55—75	Rs.165—2—185—3— 215.	
23	Dai_j .. ..			

## (35) HOMEOPATHIC MEDICINE BOARD

1	Registrar .. ..	Rs.225—500	Rs.400—15—475—20— 575—25—750.
2	Office Superintendent ..	Rs.150—260	Rs.280—8—320—9— 410—10—450.
3	Stenographer-cum-Typist ..	Rs.120—250	Rs.250—7—285—9— 375—10—425.
4	Noter and Drafter, Accountant.	Rs.120—220	Rs.230—6—290—8— 330—10—380.
5	Typist/Despatcher, Routine Clerk.	Rs.100—180	Rs.200—5—250—6— 280—8—320.
6	Daftari .. ..	Rs.60—80	Rs.170—2—190—3— 205—4—225.
7	Peon/Chaukidar ..	Rs.55—75	Rs.165—2—185—3— 215.

## 14. HOME DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) CIVIL POLICE, P. A. C. PROSECUTION BRANCH, ETC.				
1	Senior Public Prosecutor	Rs.300—900	Rs.550—30—700—40— 900—50—1,200.	
2	Public Prosecutor	Rs.250—550	Rs.400—15—475—20— 575—25—750.	
3	Inspector Civil Police and Vigilance.	Rs.225—500	Rs.400—15—475—20— 575—25—750.	
4	Reserve Inspector, Company Commander.	Rs.225—500	Rs.400—15—475—20— 575—25—750.	
5	Assistant Public Prosecutor	Rs.200—400 with a start of Rs.230 <i>plus</i> Rs. 10 special pay at some places viz. Roorkee, etc.	Rs.350—15—500—20— 600—25—700.	
6	Sub-Inspector, C. P. and Vigilance.	Rs.175—300	Rs.300—10—350—12— 470—16—550.	
7	Sub-Inspector, Armed Police, Mounted Police.	Rs.175—300		
8	Platoon Commander, Pradeshi Armed Constabulary.	Rs.175—300		
9	Assistant Sub-Inspector	Rs.100—200 with a starting pay of Rs. 125.	Rs.230—6—290—8— 330—10—380.	
10	Head Constable, Civil Police, Vigilance.	Rs.95—140 with a start of Rs.98 p.m.	Rs.185—3—215—4— 235—6—265.	
11	Head Constable Mounted Police.	Rs.95—140 with a start of Rs.98 p.m.	Rs.185—3—215—4— 235—6—265.	
12	Head Constable Police/P.A.C.	Rs.95—140—with a start of Rs. 98 p.m.	Rs.185—3—215—4— 235—6—265.	
13	Constables in various wings.	Rs.75—110	Rs.175—3—205—4— 225—5—250.	
14	Daftari	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
15	Orderly Peon, Follower, Sweeper, Waterman, IV class Government servants of all categories.	Rs.55—75	Rs.165—2—185—3— 215.	
16	Constables Recruits	Rs. 70 fixed.	Rs.165 fixed.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(2) FIRE SERVICE				
1	State Fire Officer	Rs.600—1,250	Rs.800—50—1,450.	
2	Chief Fire Officer	Rs.300—900	Rs.550—30—700—40— 900—50—1,200.	
3	Fire Station Officer	Rs.225—500	400—15—475—20— 575—25—750.	
4	Fire Station II Officer	Rs.175—300	Rs.300—10—350—12— 470—16—550.	
5	Fire Service Driver	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
6	Leading Fireman (Head-Constable).	Rs.95—140 starting Rs.98.	Rs.185—3—215—4— 235—6—265.	
7	Fireman (Constable)	Rs.75—110	Rs.175—3—205—4— 225—5—250.	
(3) RADIO SECTION				
1	State Radio Officer	Rs.1,300—1,600 special pay of Rs. 300 for special Police Force Radio Station.	Rs.1,400—50—1,500— 60—1,800	
2	Additional State Radio Officer (post) in abeyance	Rs.600—1,250	Rs.800—50—1,450	If the post is revised.
3	Assistant Radio Officer	Rs.300—900	Rs.550—30—700—40— 900—50—1,200.	
4	Senior Research Associate	Rs.350—650	Rs.450—25—700—30— 850.	
5	Junior Research Associate	Rs.250—550	Rs.400—15—475—20— 575—25—750.	
6	Radio Inspector (Inspector Communication Technical)	Rs.225—500	Rs.400—15—475—20— 575—25—750.	
7	Radio Maintenance Officer (Supervisor Technical).	Rs.200—400	Rs.350—15—500—20— 600—25—700.	
8	Radio Station Officer	Rs.150—350	Rs.300—10—350—12— —470—16—550.	
9	Office Superintendent	Rs.150—350	Rs.300—10—350—12— 470—16—550.	
10	Head Clerk (Grade II)	Rs.160—280	Rs.280—8—320—9— 410—10—450.	
11	Senior Clerk Accountant, Cashier, Assistants.	Rs.120—250	Rs.250—7—285—9— 375—10—425.	
12	Head Operator (Master Trade Hands).	Rs.120—250 with a start of Rs. 150.	Rs.250—7—285—9— 375—10—425.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
13	Mechanic .. ..	Rs.120—220 ..	Rs.230—6—290—8— 330—10—380.	
14	Assistant Clerk .. ..	Rs.100—200	Rs.200—5—250—6— 280—8—320.	
15	Store Keeper .. ..	Rs.100—180	Rs.200—5—250—6—280— 8—320.	
16	Assistant Operator (Grade III)	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
17	Head Constable (Driver) ..	Rs.95—140	} Rs.185—3—215—4— 235—6—265.	
18	Head Constable (A.P.) ..	Rs.95—140		
19	Artificier .. ..	} Rs.75—115	} Rs.175—3—205—4— 225—5—250	
20	Fitter .. ..			
21	Electrician .. ..			
22	Painter .. ..			
23	Tin Smith .. ..			
24	Black Smith .. ..			
25	Carpenter .. ..			
26	Constable Driver .. ..	} Rs.75—110	} Rs.175—3—205—4— 225—5—250.	
27	Constable (A.P.) .. ..			
28	Constable (C.P.) .. ..			
29	Pump Driver .. ..	} Rs.65—90 ..	} Rs.170—2—190—3— 205—4—225.	
30	Switch Board Attendant ..			
31	Artisan .. ..			
32	Mason .. ..			
33	Tailor .. ..			
34	Daftari .. ..	Rs.60—75 ..	Rs.170—2—190—3— 205—4—225.	
35	Workshop Apprentice ..	Rs.75 fixed	Rs.165 fixed.	
36	Messenger Peon/Orderly Peon Mazdoor and other such employees.	Rs.55—75	Rs.165 —2—185—3— 215.	

## (4) MOTOR TRANSPORT SECTION

1	Police Motor Vehicles Officer.	Rs.300—900	Rs.550—30—700—40 —900—50—1,200.
2	Inspector M.T.	Rs.225—500	Rs.400—15—475—20 —575—25—750.
3	Sub-Inspector M.T.	Rs.175—300	Rs.300—10—350—12 —470—16—550. ¶



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
4	Head Constable M.T.	Rs.95—140 starting pay of Rs. 98.	Rs.185—3—215—4— —235—6—265.	
5	Constable M.T.	Rs.75—110	Rs.175—3—205—4— 225—5—250.	

## (5) POLICE TRAINING COLLEGE, MORADABAD

1	Lecturer in History	Rs.225—500	Rs.400—15—475—20— 575—25—750.
2	Lecturer in Psychology		
3	Head Photographer		
4	Statistical Assistant	Rs.215—400	Rs.350—15—500—20— 600—25—700.
5	Lecturer in Geography	Rs.150—350	Rs.300—10—350—12— 470—16—550.
6	Librarian-cum-Curator	Rs.140—280	Rs.280—8—320—9— 410—10—450.
7	Stenographer for Executive Engineer.	Rs.120—250	Rs.250—7—285—9— 375—10—425.
8	Senior Clerk C.I.D./Intelligence.	Rs.120—250	Rs.250—7—285—9— 375—10—425.
9	Photographer Grade I	Rs.120—220	Rs.230—6—290—8— 330—10—380.
10	Junior Clerk C.I.D.	Rs.100—200	
11	Photographer Grade II	Rs.100—180	Rs.200—5—250—6— 280—8—320.
12	Munim	Rs.100—180	Rs.200—5—250—6— 280—8—320.
13	Bundle Lifter	Rs.60—80	Rs.170—2—190—3— 205—4—225.
14	Mechanic/Duplicator operator.		

## (6) SHORTHAND REPORTERS AND OTHER STAFF AT HEADQUARTERS

1	Inspector	Rs.225—500	Rs.400—15—475—20— 575—25—750.
2	Senior Auditor	Rs.200—450	Rs.350—15—500—20— 600—25—700.
3	Clerical staff	Rs.200—400	
4	Computer	Rs.180—380	Rs.325—10—375—12— 495—16—575.
5	Sub-Inspector	Rs.175—300	Rs.300—10—350—12— 470—16—550.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

6	Overseer	Rs.175—300	Rs. 300—8—340—10— 440—12—500.	
7	Junior Auditor	Rs.160—280	Rs. 280—8—320—9— 410—10—450.	

## (7) U. P. POLICE HEADQUARTERS CADRE INCLUDING CID/INTELLIGENCE

1	Inspector of Police (Ministerial)	Rs.350—500	Rs.450—25—700	
2	Deputy Inspector of Police (Ministerial)	Rs.150—350 starting pay of Rs. 165.	Rs. 300—10—350—12— 470—16—550.	
3	Sub-Inspector of Police (Ministerial Grade I).	Rs.160—290.	Rs. 280—8—320—9— 410—10—450.	}
4	Sub-Inspector of Police (Ministerial Grade III).	Rs.150—260.		
5	Sub-Inspector of Police (Ministerial Grade IV.)	Rs.120—250	Rs.250—7—285—9— 375—10—425.	
6	Assistant Sub-Inspector of Police (Ministerial)	Rs.100—200	Rs.230—6—290—8— 330—10—380.	
7	Paid Apprentice Constable (Ministerial).	Rs. 80 fixed.	Rs. 185 fixed.	

## (8) DISTRICT EXECUTIVE FORCE CADRE (INCLUDING P.A.C., RADIO SECTION POLICE CENTRAL STORES AND P.M.T. WORKSHOP, SITAPUR)

1	Deputy Inspector of Police (M).	Rs.150—350 (starting pay of Rs.250).	Rs. 300—10—350—12— 470—16—550.	
2	Sub-Inspector of Police (M) Grade II	Rs.160—280	Rs. 280—8—320—9— 410—10—450.	}
3	Sub-Inspector of Police (M) Grade III.	Rs.150—260.		
4	Sub-Inspector of Police (M) Grade IV.	Rs.120—250	Rs.250—7—285—9— 375—10—425.	
5	Assistant Sub Inspector of Police (M).	Rs.100—200	Rs.230—6—290—8— 330—10—380.	
6	Paid Apprentice Constable(M)	Rs.80 fixed.	Rs. 185 fixed.	

## (9) FORENSIC SCIENCE LABORATORY

1	Director	Rs.750—1,400	Rs. 900—50—1,600	
2	Technical Officer	Rs.300—900	Rs. 550—30—700—40— 900—50—1,200.	
3	Junior Scientific Officer	Rs.200—450	Rs. 350—15—500—20— 600—25—700.	
4	Head Photographer	Rs. 200—450	Rs. 350—15—500—20— 600—25—700.	
5	Technical Assistant	Rs.160—280	Rs. 280—8—320—9— 410—10—450.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
6	Head Clerk .. ..	Rs.150—260	Rs.280—8—320—9— 410—10—450.	
7	Stenographer .. ..	Rs.120—250	Rs.250—7—285—9— 375—10—425.	
8	Laboratory Assistant	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
9	Librarian-cum-Museum Assistant.			
10	Turner	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
11	X-ray Technician			
12	Record Keeper-cum-Store-keeper.			
13	Accountant			
14	Noter and Drafter .. ..	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
15	Routine Clerk .. ..	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
16	Mechanic-cum-Electrician	Rs.100—160		
17	Head Constable Armourer	Rs.95—140 plus Rs.15 special pay.	Rs.185—3—215—4— 235—6—265.	
18	Motor Driver (Constable)	Rs.75—110	Rs.175—3—205—4— 225—5—250.	
19	Gasman .. ..	Rs.65—90	Rs.170—2—190—3— 205—4—225.	
20	Daftari .. ..	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
21	Gasman helper	Rs.55—75	Rs.165—2—185—3— 215.	
22	Orderly peon/Peon, Farrash, Waterman Mali, Sweeper			

## 10. CHEMICAL EXAMINER

1	Chemical Examiner and Serologist.	Rs.600—1,250	Rs.900—50—1,600	
2	Assistant Chemical Examiner	Rs.250—600	Rs.450—25—650—30— 800—50—950.	
3	Assistant Chemical Examiner (Serology).			
4	Chemical Assistant (Senior Scale).	Rs.225—500	Rs.400—15—475—20— 575—25—750.	
5	Serological Assistant			
6	Chemical Assistant .. ..	Rs.150—350	Rs.300—10—350—12— 470—16—550.	
7	Head Clerk .. ..	Rs.150—260	Rs.280—8—320—9— 410—10—450.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
8	Noter and Drafter	Rs.120 --220	Rs.230—6—290—8— 330—10—380.	
9	Accountant			
10	Routine Clerk and Typist	Rs.100 --180	Rs.200—5—250—6— 280—8—320.	
11	Storekeeper			
12	Laboratory Assistant	(i) Rs. 100—160	(i) Rs.200—5—250— 6—280—8—320.	
		(ii) Rs. 80—140	(ii) Rs. 185—3—215— 4—235—6—265.	
13	Driver	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
14	Carpenter	Rs.65—90	Rs.170—2—190—3—205 —4—225.	
15	Daftari	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
16	Laboratory Attendant	Rs.55—75	Rs.165—2—185—3— 215.	
17	Gasman			
18	Peon			
19	Chaukidar			
20	Animal Keeper			
21	Mali			
22	Sweeper			

## (11) GOVERNMENT RAILWAY POLICE

1	Office Superintendent or Deputy Inspector of Police (Ministerial).	Rs.150—350	Rs.300—10—350—12 —470—16—550.
2	Head Clerk or Sub-Inspector (Ministerial Grade II).	Rs.160—280	Rs.280—8—320—9— 410—10—450.
3	Stenographer (Sub-Inspector Ministerial Grade III).	Rs.150—260	Rs.280—8—320—9— 410—10—450.
4	Accountant (Sub-Inspector Ministerial Grade IV).	Rs.120—250 <i>plus</i> special pay Rs.10.	Rs.250—7—285—9— 375—10—425.
5	Assistant Clerk (Senior Scale)	Rs.120—220	Rs.230—6—290—8— 330—10—380.
6	Assistant Sub-Inspector	Rs.100—200	Rs.230—6—290—8— 330—10—380
7	Assistant Clerk (Junior Scale).	Rs.100—180	Rs.200—5—250—6— 280—8—320.
8	Hindi Copyist	Rs.100—180	Rs.200—5—250—6— 280—8—320.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
9	Paid Apprentice (Constable Ministerial).	Rs.75 fixed <i>Plus</i> dearness allowance.	Rs.185 fixed.	
10	Daftari .. ..	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
11	Orderly/Peon/Waterman Sweeper/Mess follower	Rs.55—75	Rs.165—2—185—3— 215.	

## (12) VIGILANCE COMMISSION AND ADMINISTRATIVE TRIBUNAL

1	Chairman .. ..	The post is held by an IAS Officer.		The incumbents will draw their grade pay as in their parent department besides special pay, if any, sanctioned by the Government.
2	Member of Admn. Tribunal			
3	Personal Assistant ..	Rs. 400—550 ..	Rs. 500—25—625—25—750.	
4	Superintendent ..	Rs. 350—450 ..	Rs. 450—25—700	
5	Chief Reader ..	Rs. 200—450 ..	Rs. 350—15—500—20—600—25—700.	
6	Stenographer ..	Rs. 160—320 <i>plus</i> Rs. 50 special pay.	Rs. 300—8—340—10—440—12—500.	Special pay of Rs. 50 may continue.
7	Noter and Drafter, Treasurer	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
8	Record Keeper ..	Rs. 120—220 ..	Rs. 230—6—290—8—330—10—380.	
9	L. D. A./R. R. K./Typist ..	Rs. 100—180 ..	Rs. 200—5—250—6—280—8—320.	
10	Jamadar ..	Rs. 60—1—80	Rs. 170—2—190—3—205—4—225.}	
11	Orderly/Peon/Farrash/Chaukidar/Sweeper/Waterman.	Rs. 55—1—75 ..	Rs. 165—2—185—3—215.	

## (13) DIRECTORATE OF VIGILANCE

1	Director Vigilance ..	Rs. 1,600—2,000	} I. P. S. Officers will carry their own grade pay.
2	Police Superintendent ..	Rs. 740—1,300	
3	Executive Engineer ..	Rs. 600—1,250 ..	Rs. 800—50—1,450

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
4	Special Magistrate	Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
5	Deputy Superintendent of Police.			
6	Senior Public Prosecutor			
7	Technical Officer (Food)			
8	Technical Officer (Sales Tax)			
9	Accounts Officer			
10	Inspector of Police (Ministerial).	Rs. 350—550	.. Rs. 450—25—700	
11	Inspector of Police ..	Rs. 225—500	.. Rs. 400—15—475—20—575—25—750.	
12	Public Prosecutor ..	Rs. 250—550	.. Rs. 400—15—475—20—575—25—750.	
13	Confidential Registrar-cum-Superintendent.	Rs. 350—450	.. Rs. 450—25—700	
14	Sub-Inspector ..	Rs. 175—300	Rs. 300—10—350—12—470—16—550.	
15	Deputy Inspector of Police (Ministerial).	Rs. 150—350		
16	Head Clerk	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
17	Stenographer to Director			
18	Senior Clerk-cum-Accountant	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
19	Sub-Inspector of Police (Ministerial).	Rs. 160—290		
20	Noter and Drafter ..	Rs. 140—280		
21	Stenographer of Police Superintendent.	Rs. 120—250	.. Rs. 250—7—285—9—375—10—425.	
22	Stenographer			
23	Assistant Sub-Inspector of Police (Ministerial.)	Rs. 100—200	.. Rs. 230—6—290—8—330—10—380.	
24	Junior Clerk	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
25	Typist			
26	Despatcher			
27	Police Head Constable	Rs. 95—140	Rs. 185—3—215—4—235—6—265.	
28	Head Constable (Motor Driver)			
29	Police Constable	Rs. 75—110	.. Rs. 175—3—205—4—225—5—250.	
30	Constable (Motor Driver)			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
31	Daftari .. ..	Rs. 60—80 ..	Rs. 170—2—190—3— 205—4—225.	
32	Peon, Peon messenger, Orderly Peon, Waterman, Farrash-cum-Sweeper, Mali.	Rs. 55—75 ..	Rs. 165—2—185—3— 215.	

## (14) CIVIL DEFENCE ORGANIZATION

1	Director Civil Defence	..	Rs. 2,500—2,750 I. P. S.	}	Indian Police Service Officers will draw their own grade pay.
2	Principal, Civil Defence Training Centre.		Rs. 1,300—1,600		
3	Deputy Director Civil Defence.		Rs. 740—1,300 <i>plus</i> Special Pay Rs. 200.	}	U. P. Civil Executive Officers will carry their own grade pay.
4	Additional Senior Staff Officer.		Rs. 740—1,300		
5	Deputy Director Medical		Rs. 600—1,250		He will get his grade pay as in the P. M. S.
6	Deputy Controller	..	Rs. 600—1,250 <i>plus</i> Special Pay Rs. 50		U. P. Civil Executive Branch Officers will carry their own scale pay.
7	Junior Staff Officer	..	Rs. 300—900		Rs. 550—30—700—40— 900—50—1,200.
8	Deputy Controller	..	Rs. 300—900 <i>plus</i> Rs. 50 Special pay.	}	Rs. 550—30—700—40— 900—50—1,200.
9	Civil Defence Officer	..	Rs. 300—900		
10	Chief Fire Officer	..	Rs. 300—900	}	Rs. 400—15—475—20— 575—25—750.
11	Fire Station Officer	}	Rs. 225—500		
12	Quarter Master				
13	Senior Auditor	..	Rs. 200—450		Rs. 350—15—500—20— 600—25—700.
14	Stenographer	..	Rs. 160—280		Rs. 280—8—320—9— 410—10—450.
15	Junior Auditor	..	Rs. 160—280		Rs. 280—8—320—9— 410—10—450.
16	Officer Incharge Civil Defence.		Rs. 160—280		Rs. 300—10—350—12— 470—16—550.

Government may allow 10 per cent posts in Selection Grade in the scale of Rs. 400—15—475—20—575—25—750.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
17	Stenographer ..	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
18	Head Clerk-cum-Accountant	Rs. 150—260	Rs. 280—8—320—9— 410—10—450.	
19	Store Superintendent Grade I	Rs. 150—350	Rs. 300—10—350—12— 470—16—550.	
20	Store Superintendent Grade II.	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
21	Chief Radio Operator			
22	Compounder-cum-First-aid Demonstrator	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
23	Head Clerk ..	Rs. 120—220		
24	Cashier ..	Rs. 120—220 <i>plus</i> Rs. 10 as special pay.		
25	Head Constable Driver	Rs. 100—160	Rs. 200—5—250—6— 280—8—320.	
26	Typist Clerk Accountant-cum-Clerk/Storeman.	Rs. 100—180		
27	Leading Fireman ..	Rs. 95—140	Rs. 185—3—215—4— 235—6—265.	
28	Driver/Despatch Rider ..	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
29	Fireman ..	Rs. 75—110	Rs. 175—3—205—4— 225—5—250.	
30	Junior Electrician-cum-Tubewell Operator.	Rs. 65—90	Rs. 170—2—190—3— 205—4—225.	
31	Daftari ..	Rs. 55—75	Rs. 170—2—190—3— 205—4—225.	
32	Orderly, Peon, Messenger, Chowkidar, Lineman, Dak runner, Hostel Attendant, Waterman, Mali, Sweeper.	Rs. 55—75	Rs. 165—2—185—3— 215.	

## (15) HOME GUARDS ORGANIZATION

## State Headquarter Gazetted Staff—

1	Commandant General Home Guards.	Rs. 2,500—2,750	I. P./I. P. S. Officers will carry their own grade pay, and such allowances as may be sanctioned by Government from time to time.
2	Deputy Commandant General	Rs. 1,600—1,800	
3	Senior Staff Officer ..	Rs. 740—1,300	
4	Commandant, Central Training Institute.		




Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
5	Junior Staff Officer (Old name Assistant Commandant).	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
6	Accounts-cum-Administrative Officer.			
Central Training Institute (Non-Gazetted Staff)—				
1	Administrative Officer	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
2	Senior Instructor			
3	Deputy Stores Officer	Rs. 175—300	Rs. 300—8—340—10—440—12—500.	
4	Quarter Master			
5	Draftsman	Rs. 160—280	Rs. 280—8—320—9—410—10—450.	
6	Stenographer	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
7	Junior Instructor	Rs. 100—200	Rs. 230—6—290—8—330—10—380.	
8	Quarter Guard Havildar	Rs. 95—140	Rs. 185—3—215—4—235—6—265.	
9	Armour Havildar			
10	Demonstrator			
11	Pipe Band Havildar			
12	Pipe Band Naik	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
13	Motor Driver			
14	Quater Guard Naik			
15	Quarter Guard Lance Naik			
16	Quarter Guard Homeguard	Rs. 75—110	Rs. 175—3—205—4—225—5—250.	
17	Bugler	Rs. 75—110	Rs. 175—3—205—4—225—5—250.	
18	Pipe Band Lance Naik			
19	Bandsman			
20	Orderly, Chaukidar, Barbar, Dhobi, Cleaner, Fatigue-Partyman.	Rs. 55—75	Rs. 165—2—185—3—215.	
District Level Staff—				
1	District Commandant (old name District Staff Officer Home Guard.)	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
2	Assistant to District Commandant.	Rs. 175—300	Rs. 300—8—340—10—440—12—500.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
3	Head Clerk-cum-Cashier ..	Rs. 120—250 plus Special Pay.	Rs. 250—7—285—9— 375—10—425.	
4	Accountant-cum-Routine Clerk.	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
5	Storekeeper ..	Rs. 100—180 plus Special Pay.		
6	Driver ..	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
	Orderly, Peon, Chaukidar ..	Rs. 55—75	Rs. 165—2—185—3— 215.	
<b>City Home Guards Organization—</b>				
	Commandant ..	Rs. 300—900	Rs. 550—30—700—40— 900—50—1,200.	
	Inspecting Officer	Rs. 225—500	Rs. 400—15—475—20— 575—25—750.	
3	Company Commander			
4	Assistant Commandant	Rs. 175—300	Rs. 300—8—340—10— 440—12—500.	
5	Platoon Commandar			
6	Clerk ..	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
7	Storekeeper ..	Rs. 100—180 plus Special Pay.		
8	Havildar Inspector	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
9	Driver ..	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
	Chaukidar ..	Rs. 55—75	Rs. 165—2—185—3— 215.	
<b>District Training Centres—</b>				
1	Commandant, District Training Centre Class (A) (Agra, Varanasi, Allahabad, Lucknow, Bareilly, Gorakhpur, Meerut, Faizabad) Gazetted posts.	Rs. 300—900	Rs. 550—30—700—40— 900—50—1,200.	
2	Commandant District Training Centre Class (C) For Jhansi only, Gazetted post.	Rs. 225—500	Rs. 400—15—475—20— 575—25—750.	
3	Administrative Subedar	Rs. 225—550	Rs. 400—15—475—20— 575—25—750.	
4	Quarter Master			
5	Platoon Commander	Rs. 175—300	Rs. 300—8—340—10— 440—12—500.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
6	Sotrekeeper ..	Rs. 100—180 <i>plus</i> Rs. 10 special pay.	Rs. 200—5—250—6—280—8—320. ]	
7	Havildar Clerk	Rs. 100—180		
8	Typist ..	Rs. 100—180		
9	Havildar Instructor	Rs. 95—140	Rs. 185—3—215—4—235—6—265.	
10	Cook, Sweeper, Other class IV employees.	Rs. 55—75	Rs. 165—2—185—3—215.	
<b>Ministerial Staff at Headquarters and other Miscellaneous Staff—</b>				
1	Medical Officer	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
2	Regional Commandant Homeguards (Gazetted).	Rs. 500 as honorarium and Re. 1 token pay.	No proposal as to revision.	
3	Office Superintendent	Rs. 250—325	Rs. 400—10—440—15—550.	
4	Accountant	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
5	Stenographer	(i) Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
		(ii) Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
6	Senior Noter and Drafter	Rs. 120—250	Rs. 250—7—285—9—375—10—450.	
7	Cashier	Rs. 120—220 <i>plus</i> special pay	Rs. 230—6—290—8—330—10—380.	
8	Junior Noter and Drafter	Rs. 120—220		
9	Record Keeper	Rs. 120—220		
10	Typist/Clerk-cum-Typist	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
11	Store-keeper	Rs. 100—180 <i>plus</i> special pay.		
12	Routine Clerk	Rs. 100—180		
13	Assistant Cashier	Rs. 100—180 <i>plus</i> special pay.		
14	Block Organiser	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
15	Battalion Instructors (Homeguards).			
16	Driver	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
17	Despatch Rider	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
18	Tailor	Rs. 165—90	Rs. 170—2—190—3— 205—4—225.	
19	Sainik Carpenter			
20	Assistant Tube-well Operator			
21	Cyclostyle Operator	Rs. 60—80	Rs. 170—2—190—3— 205—4—225.	
22	Orderly, Peon, Chaukidar, Sweeper, Cook, Waterman Mali, Cleaner, Barber, Cobbler, Dhobi.	Rs. 55—75	Rs. 165—2—185—3— 215.	

## (16) INSPECTOR GENERAL OF PRISONS

1	Inspector General of Prisons	Rs. 1,600—1,800 (P. R. C.)	Rs. 1,600—50—1,850— 75—2,000.	The present Inspector General of Prisons is I. A. S. Offi- cer in the Supertime scale. A departmental Officer when appointed may be allowed the scale of Rs. 1,600—50— 1,850—75— 2,000.
 नमो भगवते वासुदेवाय				
2	Deputy I. G. Prisons	.. Rs. 750—30—1,400	Rs. 900—50—1,600	
3	Director, Jail Industries	} Rs. 600—50—1,250	Rs. 800—50—1,450	
4	Superintendent Central Jail, Model Jail, Camp Jail.			
5	Principal, Jail Training school			
6	Superintendent, District Jail			
7	Additional Superintendent ..	} Rs. 300—900	Rs. 550—30—700—40— 900—50—1,200.	
8	Farm Manager			
9	Medical Officer			
10	Assistant Medical Officer ..			
11	Accounts Officer	.. Rs. 250—750	.. Rs. 450—25—650—30— 800—50—950.	
12	Personal Assistant to Inspec- tor General of Prisons.	Rs. 400—550	.. Rs. 500—25—750.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
13	Deputy Superintendent Central Jail.	Rs. 250—550	.. Rs. 400—15—475—20—575—25—750.	
14	Clinical Psychologist			
15	Lecturer Jail Training School			
16	Vice-Principal, Jail Training School.	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
17	Foreman, Tractor Workshop.			
18	Jailor			
19	Veterinary Doctor			
20	Auditor	Rs. 200—450	.. Rs. 350—15—500—20—600—25—700.	
21	Agriculture Inspector, Gr. I			
22	Manager Jail Depot	Rs. 250—350	.. Rs. 400—15—475—15—550.	
23	Matron			
24	Deputy Jailor	.. Rs. 160—320	Rs. 300—10—350—12—470—16—550.	
25	Stenographer	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
26	Tent Foreman			
26-A	Assistant Superintendent			
27	Tractor Mechanic	Rs. 175—300		
28	Building Inspector			
29	Overseer			
30	Assistant Auditor	Rs. 160—280	Rs. 280—8—320—9—410—10—450.	
31	Agricultural Supervisor, Grade II.			
32	Animal Husbandry Instructor			
33	Head Mistry Sewing Machine	Rs. 150—260	.. Rs. 280—8—320—9—410—10—450.	
34	Nurse			
35	Stenographer of Jail Training Centre deputed at Head-quarter.	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
36	Noter and Drafter			
37	Industrial Instructor			
38	Machine Instructor			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
39	Assistant Jailor	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
40	Carpet Master			
41	P. T. Instructor			
42	Reference Clerk	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
43	Accountant			
44	Compounder (Trained).			
45	Weaving Instructor Carpet	Rs. 120—220	Rs. 250—7—285—9— 375—10—425	For qualified incumbents only, holding diploma etc.
46	Amber Charka Instructor			
47	Carpentry Instructor			
48	Handloom Master			
49	Handmade Paper Industrial Instructor.			
50	Soap-Phenyl Instructor			
51	Plumbering Instructor			
52	Sports Goods Instructor	Rs. 120—220	Rs. 250—7—285—9— 375—10—425.	For qualified incumbents only, holding diploma or equivalent qualifications.
53	Bleaching, Dyeing and Calico-Printing Instructor.			
54	Pencil Making Instructor			
55	Blanket Weaving Master			
56	Touring Weaving Instructor			
57	Mistry and Supervisor			
58	Spinning Master			
59	Tractor Mechanic			
60	Sanitary Inspector	Rs. 120—220	Rs. 280—8—320—9— 410—10—450.	
61	Drawing Instructor	Rs. 120—220	(i) Rs. 230—6—290— 8—230—10—380.  (ii) Rs. 250—7—285— 9—375—10—425.	For non-diploma holders.  For diploma holders.
62	Steward (Post Vacant)	Rs. 120—220	Rs. 200—5—250—6— 280—8—320.	When filled.
63	Mistry Sewing Machine	Rs. 120—220	Rs. 250—7—285—9— 375—10—425.	For diploma holders.
64	Oil Mill Mechanic	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
65	Pump Mechanic	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	For non-diploma holders.
66	Agricultural Supervisor.	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
67	Librarian			
68	Powerloom Mechanic			
69	Brick Kiln Instructor	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	For those holding I. T. I. Certificate, or equivalent qualifications or trade experience.
70	Flour Mill Mistry.			
71	Cane Master			
72	Blanket Technician.			
73	Leather Work Master			
74	Black Smithy Instructor			
75	Routine Clerk including leave reserve Farm Clerk.	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
76	Typist			
77	Salesman			
78	Clerk Storekeeper Jail Department.			
79	Handloom Master			
80	Weaving Instructor Carpet.	Rs. 100—160	Rs. 200—5—250—6— 280—8—320.	
81	Amber Charkha Instructor. I			
82	Handmade Paper Master.			
83	Band Saw Instructor			
84	Blanket Weaving Master			
85	Polisher	Rs. 100—160	Rs. 200—5—250—6— 280—8—320.	
86	Tailoring and Embroidery Teacher.			
87	Mason Teacher			
88	Touring Weaving Instructor.			
89	Head Teacher			
90	Touring Durrý Master.			
91	Brick Kiln Instructor			
92	Chief Head Warder			
93	General Mechanic			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
94	Telephone Operator	Rs. 100—160	.. Rs. 200—5—250—6—280—8—320.	
95	Band Master			
96	Leather Work Master			
97	Black Smithy Instructor			
98	Tailor Master			
99	Touring Drawing Master.			
100	Wool Weaving Master			
101	Cane Master			
102	Carpentry Instructor	Rs. 80—140	.. Rs. 185—3—215—4—235—6—265.	
103	Compounder (Untrained)			
104	Nurse			
105	Truck Driver			
106	Pumping Set Operator			
107	Head Warder (Selection Grade).			
108	Military Training Instructor			
109	Heavy Vehicle Driver			
110	Teacher	Rs. 80—125	Rs. 175—3—205—4—225—5—250.	
111	Light Vehicle Driver	Rs. 75—115		
112	Head Warder (Intramural, Reserve and Female).	Rs. 75—115		
113	Warder, Orderly, Brick Kiln Mistry, Warder Leave Reserve, Warder Tailor, Pump Driver, Tailor Master.	Rs. 65—90	.. Rs. 170—2—190—3—205—4—225.	
114	Daftari, Head Peon, Tubewell Operator, Kamdar, Fireman, Bricks Rearing Attendant.	Rs. 60—80	.. Rs. 170—2—190—3—205—4—225.	
115	Sweeper, Mali, Chaukidar, Peon, Nursing Orderly, Cook, Jail Training School, Sales Attendant, Cleaner Bricks, Water Career, Cart Driver, Cattleman, Khalasi Keyman, Bhishtey, Kahar Head Mali, Peon Jail Department, Garden Coolie, Fitter Attendant, Bhisti.	Rs. 55—75	.. Rs. 165—2—185—3—215.	
116	Paid Apprentice (Assistant Jailor).	Rs. 90 Fixed	Rs. 200 Fixed.	



## 15. PLANNING DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

### (1) ESTABLISHMENT UNDER THE SECRETARY TO GOVERNMENT PLANNING DEPARTMENT

1	Statistician	} Rs. 300—900	..	Rs. 550—30—700—40— 900—50—1200.
2	Research Officer			
3	Research Assistant	.. Rs. 225—500	..	Rs. 400—15—475—20— 575—25—750.
4	Assistant Statistician	.. Rs. 200—400	..	Rs. 350—15—500—20— 600—25—700.
5	Compiler	.. Rs. 120—250	..	Rs. 250—7—285—9— 375—10—425.
6	Junior Investigator	.. Rs. 100—180	..	Rs. 200—5—250—6— 280—8—320.

### (2) ECONOMICS AND STATISTICS DEPARTMENT (DIRECTORATE)

1	Director	.. Rs. 1,300—1,600	..	Rs. 1,400—50—1,500— 60—1800.	
2	Deputy Director	.. Rs. 600—1,250	..	Rs. 800—50—1,450.	
3	Assistant Director	.. Rs. 400—1,000	..	Rs. 650—30—800—40— 1,000—50—1,300	Subject to observations in the note on the pay structure of the Economics and Statistics Division.
4	Statistics Officer	.. Rs. 300—900	..	Rs. 550—30—700—40— 900—50—1200.	Ten per cent Posts in Selection Grade of Rs. 650—1,300.
5	Statistical Officer	.. Rs. 300—900	..	Rs. 550—30—700—40— 900—50—1,200.	
6	Chief Graph Artist (Gazetted)	Rs. 225—500	..	Rs. 400—15—475—20— 575—25—750.	
7	Statistical Superintendent	Rs. 350—650	..	Rs. 450—25—575—25— 700—30—850.	
8	Senior Investigator (Non-Gazetted)	.. Rs. 225—500	..	Rs. 400—15—475—20— 575—25—750.	
9	Statistical Assistant (Non-Gazetted)	.. Rs. 200—400	..	Rs. 350—15—500—20— 600—25—700.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
10	Investigator-cum-Computer	Rs. 120—250	Rs. 280—8—320—9—410—10—450.	The post needs to be filled through Public Service Commission.
11	Graph Artist	Rs. 180—380	Rs. 325—10—375—12—495—16—575.	
12	Librarian	Rs. 150—350	Rs. 300—10—350—12—470—16—550.	
13	Assistant Suprintendent	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	One post of Stenographer to be in the scale of Rs. 400—20—600.
14	Head Clerk			
15	Stenographer			
16	Upper Division Assistant	Rs. 160—400	Rs. 350—15—500—20—600—25—700.	As personal to incumbents who were recruited before 1-4-65 in the scale of pay of Rs. 160—400 and had opted the pre-Pay Rationlization scale.
17	Accountant-cum-Treasurer	Rs. 160—400 plus Rs. 40 spl. pay.		
18	Reference Clerk	Rs. 160—400		
19	Assistant Graph Artist	Rs. 160—280	Rs. 280—8—320—9—410—10—450.	
20	Senior Assistant	Rs. 140—280		
21	Progress Assistant	Rs. 120—250	Rs. 280—8—320—9—410—10—450.	Post needs to be filled through the Public Service Commission 10 per cent posts to be in the selection grade of Rs. 350—15—500.
22	Lower Division Assistant	Rs. 80—200 pre-P.R.C. scale.	Rs. 280—8—320—9—410—10—450.	Personal to incumbents who had opted pre-P. R. C. scale.
23	Junior Assistant	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
24	Clerk	Rs. 100—180 plus Rs. 10 spl. pay to 52 posts.	Rs. 200—5—250—6—280—8—320.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
25	Caretaker. ..	Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
26	Machine Operator, Driver, Mechanic.	Rs. 75—115	.. Rs. 175—3—205—4—225—5—250.	
27	Cyclostyle Operator, Book Binder.	Rs. 60—80	.. Rs. 170—2—190—3—205—4—225.	
28	Jamadar, Daftari ..	Rs. 60—80	.. Rs. 170—2—190—3—205—4—225.	
29	Orderly Peon, Office peon, .. Chaukidar, Waterman, Farrash, Mali, Sweeper.	Rs. 55—75	.. Rs. 165—2—185—3—215.	

## (3) PLANNING RESEARCH AND ACTION INSTITUTE

- 1 Director-cum-Deputy Secretary to Government Planning Department and Director of Evaluation.

The post is held by an Indian Administrative Service Officer.


- 2 Deputy Director. ..

Uttar Pradesh Civil Service post.

3	Rural Life Analyst ..	Rs. 700—1,200	.. Rs. 800—50—1,450.	
4	Specialist Industries (Rural).	Rs. 700—1,200	Rs. 800—50—1,450.	
5	Specialist Women's Programme, Senior Associate, to Rural Life Analyst.	Rs. 400—1,000 or personal pay scale if on deputation.	Rs. 650—30—800—40—1,000—50—1,300.	
6	Senior Associate Extension, Senior Associate to Rural Health Specialist	Rs. 400—1,000 Or personal pay scale if on deputation.	Rs. 650—30—800—40—1,000—50—1,300.	
7	Senior Associate Sanitation and Health Education.	} Rs. 400—1,000	Rs. 650—30—800—40—1,000—50—1,300.	
8	Senior Associate Sanitation and Health Education.			
9	Senior Associate Co-operative.			
10	Senior Associate Soil Conservation.			
11	Specialist, Rural Health ..	Rs. 600—1,250	Rs. 800—50—1,450.	
12	Specialist, Design and Construction Cell.	Rs. 700—1,200	.. Rs. 800—50—1,450.	
13	Senior Associate, Mechanical Engineering.	Rs. 400—1,000	.. Rs. 650—30—800—40—1,000—50—1,300.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
14	Specialist, Project Planning and personal Management.	Rs. 700—1,200	.. Rs. 800—50—1,450.	
15	Specialist Financial Planning and Cost Accounting.			
16	Senior Associate Inventory Control.	Rs. 400—1,000	.. Rs. 650—30—800—40—1,000—50—1,300.	
17	Specialist (Irrigation).	.. Rs. 1000—1500	.. Rs. 1,150—50—1,700.	
18	Senior Associate, (Irrigation).	Rs. 600—1250	.. Rs. 800—50—1,450.	
19	Project Executive Officer.	.. U. P. C. S. Officer.		The P. C. S. Officer will carry his own Pay scale.
20	Mechanical Engineer	.. Rs. 600—1250	.. Rs. 800—50—1,450.	
21	Chemist.			
22	Project Officer	Rs. 600—1250. plus Rs. 100 Compensatory allowance.	Rs. 800—50—1,450.	
23	Engineer Manager.	.. Rs. 600—1,250		
24	Manager-cum-Ceramist.	.. Rs. 400—1,000	.. Rs. 650—30—800—40—1,000—50—1,300.	
25	Assistant Director.	.. Rs. 300—900 plus Rs. 100 special pay.	.. ..	The provincial Civil Service Officer will carry his own scale of pay.
26	Junior Associate, Soil Conservation Engineering.	Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
27	Industries Officer, Agro Industrial project.	Rs. 250—750	.. Rs. 450—25—650—30—800—50—950.	
28	Personal Assistant, Ministerial.	Rs. 400—550	.. Rs. 500—25—750.	
29	Junior Associate Agricultural Engineering.	Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
30	Statistician.			
31	Junior Associate to Rural Life Analyst.			
32	Junior Associate to Co-operative specialist.			
33	Junior Associate to Rural Industries Specialist.			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
34	Junior Associate, Soil Conservation Agronomy. ..	Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
35	Junior Associate to Specialist Sanitation and Health Education.			
36	Junior Associate for Extension work among younger age group.			
37	Junior Associate, Social Education/Panchayat.			
38	Junior Associate to specialist Women programme/Rural Health.			
39	Junior Associate ..			
40	Junior Associate			
41	Technical Officer ..			
42	Junior Associate, Rural Health Training.	Rs. 250—750	.. Rs. 450—25—650—30—800—50—950.	
43	Junior Associate, Irrigation Extension.	Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
44	Project Officer, Animal Husbandry.	Rs. 225—500	.. Rs. 400—15—475—20—575—25—750.	
45	Technical Officer, Design and Construction cell.	Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
46	Deputy Development Officer, Agriculture Engineering.	Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
47	Assistant Chemist.			
48	Assistant Engineer			
49	Assistant Agricultural Engineer.			
50	Planning-cum-Survey Officer. ..	Rs. 250—750	.. Rs. 450—25—650—30—800—50—950.	
51	Technical Assistant. ..	Rs. 225—500	.. Rs. 400—15—475—20—575—25—750.	
52	Assistant Manager. ..	Rs. 250—750	.. Rs. 450—25—650—30—800—50—950.	
53	Public Relation Officer. ..	Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
54	Soil Conservation Officer. ..	Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
55	Technical Officer	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
56	Industries Promotion Officer			
57	Junior Associate to Specialist Sanitation and Health Education.	Rs. 200—400	Rs. 350—15—500—20—600—25—700.	
58	Junior Associate to Rural Life Analyst.			
59	Junior Associate Social Education.		Rs. 350—15—500—20—600—25—700.	
60	Junior Associate, Rural Industry/Industry.			
61	Junior Associate, Co-operative Panchayat/Women's Programme.			
62	Junior Associate Agricultural Engineering.			
63	Junior Associate Poultry Farming.			
64	Junior Associate Youth Welfare Expansion.			
65	Assistant Statistician.			
66	Editor-cum-Information Officer.	Rs. 225—500	Rs. 450—25—700—30—850.	
67	Translator	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
68	Economics Intelligence Inspector.	Rs. 120—250		
69	Assistant Librarian	Rs. 140—280		
70	Superintendent	Rs. 350—450	Rs. 450—25—700.	
71	Assistant Superintendent	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
72	Accountant	Rs. 140—280 (from 1-4-65) For those working in old scale of Rs. 160—400.	(i) 350—15—500—20—600—25—700.	For incumbents appointed before April 1, 1965 and who had opted pre-P.R. C. scale of Rs. 160—400.
73	Upper Division Assistant			
			(ii) 280—8—320—9—410—10—450.	For incumbents appointed after April 1, 1965.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
74	Stenographer .. ..	Rs.160—320	Rs.300—8—340—10—440—12—500.	Two posts may be allowed the selection grade of Rs. 400—20—600.
75	Junior Noter and Drafter ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
76	Press Assistant .. ..	Rs.100—180	Rs.200—5—250—6—280—8—320.	
77	Work Supervisor .. ..	Rs.175—300	Rs.300—8—340—10—440—12—500.	
78	Gram Sewak/Gram Sevikas	Rs.120—220	Rs.230—6—290—8—330—10—380.	
79	Field Teacher .. ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
80	Driver/Motor Driver/Jeep Driver.	Rs.75—115	Rs.175—3—205—4—225—6—250.	
81	Driver .. ..	Rs.80—140	Rs.185—3—215—4—235—6—265.	
82	Daftari/Daftari-cum-Peon ..	Rs.60—80	Rs.170—2—190—3—205—4—225.	
83	Book Binder .. ..	Rs.60—80	Rs.170—2—190—3—205—4—225.	
84	Cyclostyle Operator .. ..	Rs.60—80	Rs.170—2—190—3—205—4—225.	
85	Peon, Office Peon, Orderly	Rs.55—75	Rs.165—2—185—3—215.	
86	Chaukidar/Chaukidar-cum-Attendant.	Rs.55—75	Rs.165—2—185—3—215.	
87	Mali-cum-Farrash .. ..	Rs.55—75	Rs.165—2—185—3—215.	
88	Assistant Accountant .. ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
89	Noter and Drafter .. ..	Rs.140—280	Rs.280—8—320—9—410—10—450.	
90	Typist, Clerk, Routine Clerk	Rs.100—180	Rs.200—5—250—6—280—8—320.	
91	Farrash-cum-Chaukidar .. ..	Rs.55—75	Rs.165—2—185—3—215.	
92	Sweeper, Jamadar .. ..	Rs.55—75	Rs.165—2—185—3—215.	

Serial number	Designation of Post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
93	Draughtsman (Mechanical)	Rs.180—380	Rs.325—10—375—12—495—16—575.	
94	Mechanical Overseer ..	Rs.175—300	Rs.300—8—340—10—440—12—500.	
95	Stockman (Milk Production Unit).	Rs.120—220]	Rs.230—6—290—8—330—10—380.	
96	Head Clerk-cum-Accountant	Rs.150—260	Rs.280—8—320—9—410—10—450.	
97	Cashier .. ..	Rs.100—180 plus special pay.	Rs. 200—5—250—6—280—8—320.	
98	Store-keeper, Store Attendant	R.100—180 plus special pay.		
99	Stenographer, Stenotypist	Rs.120—250	Rs.250—7—285—9—375—10—425.	
100	Foreman (Class I) ..	Rs.225—500	Rs.400—15—475—20—575—25—750.	
101	Draughtsman	Rs.120—220	Rs.230—6—290—8—330—10—380.	
102	Field Teacher ..			
103	Moulder ..			
104	Turner ..			
105	Noter and Drafter ..	Rs.140—280	Rs.280—8—320—9—410—10—450.	
106	Senior Mechanic ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
107	Carpenter .. ..	Rs.75—115 (with certificate)	Rs.175—3—205—4—225—5—250.	
		Rs.65—90 (without certificate)	Rs.170—2—190—3—205—4—225.	
108	Blacksmith .. ..	Rs.65—90	Rs.170—2—190—3—205—4—225.	
109	Welder .. ..	Rs.75—115	Rs.175—3—205—4—225—5—250.	
110	Helper .. ..	Rs.55—75}	Rs.165—2—185—3—215.	
111	Messenger .. ..	Rs.55—75 }		
112	Head Clerk, Head Clerk Accountant	Rs.120—220	Rs.230—6—290—8—330—10—380.	
113	Senior Clerk, .. Senior Clerk-Typist			
114	Accountant ..			



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
115	Junior Clerk .. ..	Rs.100—180	Rs.200—5—250—6—280—8—320.	
116	Kamdar .. ..	Rs.55—75	Rs.165—2—185—3—215.	
117	Mistri .. ..	Rs.75—115	Rs.175—3—205—4—225—5—250.	
118	Overseer .. ..	Rs.175—300	Rs.300—8—340—10—440—12—500.	
119	Hammer Man .. ..	Rs.55—75	Rs.165—2—185—3—215.	
120	Assistant Mechanic .. ..	Rs.80—140	Rs.185—3—215—4—235—6—265.	
121	Assistant Development Officer (Agriculture/Co-operation).	Rs.200—400	Rs.350—15—500—20—600—25—700.	
122	Assistant Development officer (Group II).	Rs.160—280	Rs.280—8—320—9—410—10—450.	
123	Health Inspector .. ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
124	Senior Economic Intelligence Inspector.	Rs.120—250	Rs.280—8—320—9—410—10—450.	
125	Investigator .. ..	Rs.100—180	Rs.230—6—290—8—330—10—380.	
126	Field Teacher .. ..	Rs.100—180		
127	Tractor Operator .. ..	Rs.80—120	Rs.185—3—215—4—235—6—265.	
128	Lab. Attendant .. ..	Rs.55—75	Rs.165—2—185—3—215.	
129	Publicity Assistant .. ..	Rs.100—160	Rs.200—5—250—6—280—8—320.	
130	Bull/Pony Attendant .. ..	Rs.55—75	Rs.165—2—185—3—215.	
131	Assistant Development Officer (Women)	Rs.160—280	Rs.280—8—320—9—410—10—450.	
132	Noter and Drafter and Accountant.	Rs.120—220	Rs.230—6—290—8—330—10—380.	
133	Gram Sahayaika .. ..	Rs.55—75	Rs.165—2—185—3—215.	
134	Junior Associate Rural Health	Rs.200—400	Rs.350—15—500—20—600—25—700.	
135	Senior Investigator .. ..	Rs.200—400	Rs.350—15—500—20—600—25—700.	
136	Public Health Nurse .. ..	Rs.150—260	Rs.280—8—320—9—410—10—450.	

Serial number	Designation of post	Existing Pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
137	Junior Investigator	Rs.120—250	Rs.280—8—320—9—410—10—450.	
138	Field Attendant	Rs.55—75	Rs.165—2—185—3—215.	
139	Junior Associate, Rural Health Training.	Rs.250—750	Rs.450—25—650—30—800—50—950.	
140	Health Extension Teacher Instructor.	Rs.225—500	Rs.400—15—475—20—575—25—750.	
141	Health Assistant	Rs.160—320	Rs.300—8—340—10—440—12—500.	
142	Mechanic	Rs.80—140	Rs.185—3—215—4—235—6—265.	
143	Chief Artist	Rs.225—500	Rs.400—15—475—20—575—25—750.	
144	Head Assistant	Rs.250—325	Rs.400—15—550.	
145	Social Worker	Rs.150—260	Rs.280—8—320—9—410—10—450.	
146	Computer	Rs.120—250	Rs.280—8—320—9—410—10—450.	
147	Noter and Drafter	Rs.120—220	Rs.230—6—290—8—330—10—380.	
148	Typist, Routine Clerk	Rs.100—180 plus Rs.20 special pay to Store-keeper.	Rs.200—5—250—6—280—8—320.	
149	Cinema Operator	Rs.100—160		
150	Artist-cum-Cameraman	Rs.150—260	Rs.280—8—320—9—410—10—450.	
151	Superintendent Design	Rs.180—380	Rs.325—10—375—12—495—16—575.	
152	Instructor	Rs.120—220	Rs.230—6—290—8—330—10—380.	
153	Co-operative Inspector	Rs.160—280	Rs.280—8—320—9—410—10—450.	
154	Tailor Master	R.120—220	Rs.230—6—290—8—330—10—380.	
155	Master Craftsman	Rs.140—280	Rs.280—8—320—9—410—10—450.	
156	Junior Investigator	Rs.140—280]	Rs.280—8—320—9—410—10—450.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
157 Junior Instructor	}	.. Rs.100—180	Rs.200—5—250—6—280—8—320.	
158 Designer				
159 Rang Saz ..				
160 Draughtsman ..	..	Rs.120—250	Rs.250—7—285—9—375—10—425.	
161 Assistant Development Officer (Industries Group I)		Rs.200—400	Rs.350—15—500—20—600—25—700.	
162 Economic Investigator	..	Rs. 200—400	Rs.350—15—500—20—600—25—700.	
163 Skilled worker ..	}	.. Rs.100—160	Rs.200—5—250—6—280—8—320.	
164 Tools Maker ..				
165 Mechanist Carpenter				
166 Maintenance Fitter				
167 Semi Skilled Workers	..	Rs.65—90	Rs.170—2—190—3—205—4—225.	
168 Electric Mistry ..	..	Rs.75—115	Rs.175—3—205—4—225—5—250.	
169 Assistant Development Officer (Agriculture).		Rs.200—450 }	Rs.350—15—500—20—600—25—700.	
170 Assistant Development Officer (Agriculture).		Rs.160—280	Rs.280—8—320—9—410—10—450.	
171 Senior Investigator	..	Rs.200—450	Rs.350—15—500—20—600—25—700.	
172 Junior Investigator	..	Rs.160—280	Rs.280—8—320—9—410—10—450.	
173 Junior Associate (Training Programme).		Rs.225—500	Rs.400—15—475—20—575—25—750.	
174 Gram Sewak ..	..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
175 Trained Mistry	..	Rs.60—80	Rs.170—2—190—3—205—4—225.	
176 Ploughman ..	..	Rs.55—75	Rs.165—2—185—3—215.	
177 Technical Assistant	..	Rs.200—450	Rs.350—15—500—20—600—25—700.	
178 Draughtsman ..	..	Rs.160—280	Rs.280—8—320—9—410—10—450.	
179 Soil Conservation Inspector		Rs.160—280	Rs.280—8—320—9—410—10—450.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
180	Assistant Soil Conservation Inspector.	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
181	Assistant Accountant ..	Rs.120—250	Rs.250—7—285—9— 375—10—425.	
182	Tracer .. ..	Rs.85—140	Rs.185—3—215—4— 235—6—265.	
183	Survey Mate .. ..	Rs.55—75	Rs.165—2—185—3— 215.	
184	Farm Superintendent	Rs.200—400	Rs.350—15—500—20— 600—25—700.	
185	Assistant Project Officer			
186	Poultry Inspector ..	Rs.120—250	Rs.250—7—285—9— 375—10—425.	
187	Poultry Attendant ..	Rs.55—75	Rs.165—2—185—3— 215.	
188	Head Clerk-cum-Accountant	Rs.150—260	Rs.280—8—320—9— 410—10—450.	
189	Cashier-cum-Typist ..	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
190	Draughtsman .. ..	Rs.160—280 } Rs. 120—220 } Rs.100—160	Rs.280—8—320—9— 410—10—450.	For qualified.
			Rs.200—5—250—6— 280—8—320.	For unqualified.
191	Blue Print Assistant ..	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
192	Upper Division Assistant ..	Rs.140—280	Rs.280—8—320—9— 410—10—450.	

## (4) STATE PLANNING INSTITUTE

1	Joint Director ..	Rs.750—1,400	..	Rs. 900—50—1,600
2	Senior Research Officer.	Rs.600—1,250		Rs. 800—50—1,450
3	Research Officer ..	Rs.300—900	..	Rs. 550—30—700—40— 900—50—1,200.
4	Research Assistant ..	Rs.225—500	..	Rs.400—15—475—20— 575—25—750.
5	Head Assistant ..	Rs.350—450	..	Rs.450—25—575—25— 700.
6	Statistical Assistant	Rs.200—400	..	Rs. 50—15—500—20— 600—25—700.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
7	Stenographer	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
8	Accountant	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
9	Senior Assistant	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
10	Compiler	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
11	Junior Assistant	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
12	Typist	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
13	Daftari, Cyclostyle Machine Operator.	Rs. 60—80	Rs. 170—2—190—3—205—4—225.	
14	Sweeper, Farrash, Chaukidar, Orderly Peon.	Rs. 55—75	Rs. 165—2—185—3—215.	

## (5) DIRECTORATE OF EVALUATION

1	Joint Director	Rs. 600—1,250	Rs. 800—50—1,450	
2	Senior Evaluation Officer	Rs. 600—1,250	Rs. 800—50—1,450	
3	Evaluation Officer	Rs. 400—1,000	Rs. 650—30—800—40—1,000—50—1,300.	
4	Junior Evaluation Officer	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
5	Field Investigator	Rs. 200—400	Rs. 350—15—500—20—600—25—700.	
6	Head Assistant	Rs. 250—325	Rs. 400—15—550	
7	Stenographer	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	Selection grade for one post Rs. 400—20—600.
8	Noter and Drafter	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
9	Compiler	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
10	Accountant	Rs. 120—220	<div> <div> plus under </div> <div> Rs. 230—6—290—8—330—10—380. </div> </div>	
11	Cashier	Rs. 120—220 special pay F. R. 9(25).		
12	Record Keeper	Rs. 120—220		
13	Librarian	Rs. 120—220		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
14	Junior Clerk ... ..	Rs. 100—180	.. Rs. 200—5—250—6— 280—8—320.	
15	Typist .. ..	Rs. 100—180		
16	Driver .. ..	Rs. 75—115	.. Rs. 175—3—205—4— 225—5—250.	
17	Daftari, Cyclostyle Machine Operator.	Rs. 60—80	.. Rs. 170—2—190—3— 205—4—225.	
18	Peon, Dak Runner, Orderly Peon, Peon-cum-Farrash, Sweeper.	Rs. 55—75	.. Rs. 165—2—185—3— 215.	



सत्यमेव जयते

## 16. EXCISE DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) EXCISE COMMISSIONER'S ORGANIZATION				
1	Excise Commissioner	.. The post is held by an I. A. S. Officer.		
2	Deputy Excise Commissioner	Rs. 600—1,250	Rs. 800—50—1,450	
3	Assistant Excise Commissioner	} Rs. 300—900	Rs. 550—30—700—E.B.—	
4	Technical Officer		40—900—E.B.—50—1,200.	
5	Superintendent Excise	.. Rs. 250—550	.. Rs. 450—25—650 E.B.—30—800—E.B.—50—950.	
6	Excise Inspector	.. Rs. 160—320	Rs. 325—10—375—E.B.—12—495—E.B.—16—575.	
7	Sub-Inspector, Excise	.. Rs. 120—220	.. Rs. 230—6—290—E.B.—8—330—E.B.—10—380.†	
8	Tari Supervisor	.. Rs. 75—115	Rs. 185—3—215—E.B.—4—235—E.B.—6—265.	
9	Office Superintendent	.. Rs. 350—450	.. Rs. 450—25—700.	
10	Assistant Superintendent	.. Rs. 160—320	.. Rs. 300—8—340—E.B.—10—440—E.B.—12—500.	
11	Noter and Drafter	.. Rs. 140—280	.. Rs. 280—8—320—E.B.—9—410—E.B.—10—450.	
12	Accountant and Keeper.	Record Rs. 120—220	.. Rs. 230—6—290—E.B.—8—330—E.B.—10—380.	
13	Routine Clerk	.. Rs. 100—180	.. Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
14	Stenographer	.. Rs. 160—320	.. Rs. 300—8—340—E.B.—10—440—E.B.—12—500.	
15	Stenographer	.. Rs. 120—250	.. Rs. 250—7—285—E.B.—9—375—E.B.—10—425.	
16	Motor Driver (for heavy vehicles).	Rs. 80—140	Rs. 185—3—215—E.B.—4—235—E.B.—6—265.	
17	Motor Driver (for light vehicles).	Rs. 75—115	Rs. 175—3—205—E.B.—4—225—E.B.—5—250.	
18	Excise Constables	.. Rs. 60—80	.. Rs. 170—2—190—E.B.—3—205—E.B.—4—225.	Ten per cent selection grade in Rs. 175—250.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
19	Chowkidar	Rs. 55—75	Rs. 165—2—185—E.B.—3—215.	
20	Jamadar	Rs. 60—80	Rs. 170—2—190—E.B.—3—205—E.B.—4—225.	
21	Daftari	Rs. 60—80		
22	Farrash	Rs. 55—75	Rs. 165—2—185—E.B.—3—215.	
23	Waterman	Rs. 55—75		
24	Sweeper	Rs. 55—75		


## (2) EXCISE (PROHIBITION AND SOCIAL UPLIFT)

1	State Prohibition Officer	Rs. 300—900 <i>puls</i> Rs. 50 Conveyance allowance.	Rs. 650—30—800—E.B.—40—1,000—E. B.—50—1,300.
2	Prohibition and Social Uplift Officer.	Rs. 250—550	Rs. 450—25—650—E.B.—30—800—E.B.—50—950.
3	Chief Prohibition Organiser	Rs. 160—280	Rs. 280—8—320—E.B.—9—410—E.B.—10—450.
4	Prohibition Organiser	Rs. 100—180	Rs. 200—5—250—E.B.—6—280—E.B.—8—320.
5	Stenographer	Rs. 120—250	Rs. 250—7—285—E.B.—9—375—E.B.—10—425.
6	Technical Supervisor	Rs. 120—220	Rs. 230—6—290—E.B.—8—330—E.B.—10—380.
7	Driver	Rs. 80—140 (Heavy vehicle).  Rs. 75—115 (Light vehicle).	Rs. 185—3—215—E.B.—4—235—E.B.—6—265.  Rs. 175—3—205—E.B.—4—225—E.B.—5—250.
8	Noter and Drafter	Rs. 140—280	Rs. 280—8—320—E.B.—9—410—E.B.—10—450.
9	Record Keeper	Rs. 120—220	Rs. 230—6—290—E.B.—8—330—E.B.—10—380.
10	Clerk/typist	Rs. 100—180 <i>puls</i> Rs. 10 to the Clerk doing accounts work.	Rs. 200—5—250—E.B.—6—280—E.B.—8—320.
11	Van Attendant	Rs. 55—75	Rs. 165—2—185—E.B.—3—215.
12	Chowkidar	Rs. 55—75	
13	Peon	Rs. 55—75	



# 17. RELIEF AND REHABILITATION DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
1	Camp Commandant ..	Rs. 300—25—400— 30—700—50—900 plus Rs. 100 as special pay.	Rs. 550—30—700 —E.B.—40—900 —E.B.—50— 1,200.	
2	District Relief and Rehabilitation Officer.	Rs. 300—25—400— 300—700—50—900 plus Rs. 100 as special pay.	Rs. 550—30—700 —E.B.—40—900 —E.B.—50— 1,200.	
3	Lady Doctor ལྷོ་མེད་ཀྱི་ རྩི་ལྷོ་མེད་	Rs. 300—25—400— 30—700—50—900 plus Rs. 100 as special pay.	Rs. 550—30—700 —E.B.—40—900 —E.B.—50— 1,200.	
4	Medical Officer	Rs. 300—25—400—30 —700—50—900 plus Rs. 100 as special pay, plus 25 per. cent non-practising allowance.		The officers are taken on deputation from Medical and Public Health Department. The scales, N. P. A. as might be approved by the Government for officers of that department may apply to these posts also.
5	Medical Officer of Health			
6	Assistant Accounts Officer ..	Rs. 250—25—400— 30—700—50—750.	Rs. 450—25—650 —E.B.—30—800 —E.B.—50—950.	
7	Deputy Camp Commandant	Rs. 225—15—360— 20—500 plus Rs. 50 as special pay.	Rs. 400—15—475 —E.B.—20—575 —E.B.—25—750.	
8	Rehabilitation Officer ..	Rs. 225—15—360— 20—500.	Rs. 400—15—475 —E.B.—20—575 —E.B.—25—750.	
9	Accountant ..	Rs. 180—10—260— 12—320—15—380.	Rs. 325—10—375 —E.B.—12—495 —E.B.—16—575.	
10	Accountant-cum-Senior Clerk	Rs. 180—10—260— 12—320—15—380.	Rs. 325—10—375 —E.B.—12—495 —E.B.—16—575.	
11	Overseer ..	Rs. 175—7—210— 10—300.	Rs. 300—8—340 —E.B.—10—440 —E.B.—12—500.	
12	Stenographer ..	Rs. 160—8—200— 10—260—12—320.		
13	Inspector (Agriculture) ..	Rs. 160—8—200— 10—280.	Rs. 280—8—320 —E.B.—9—410 —E.B.—10—450.	
14	Sanitary Inspector ..	Rs. 150—6—180— 8—220—10—260 plus Rs. 25 as special pay.	Rs. 280—8—320 —E.B.—9—410 —E.B.—10—450.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
15	Stenographer .. ..	Rs.120—6—180—10—250.	Rs.250—7—285—E.B.—9—375—E.B.—10—425.	
16	Relief and Rehabilitation Inspector.	Rs.120—6—180—8—220.	Rs.230—6—290—E.B.—8—330 E.B.—10—380.	
17	Store Keeper .. ..	Rs.120—6—180—8—220.	Rs.230—6—290—E.B.—8—330—E.B.—10—380.	
18	Record Keeper	Rs.120—6—180—8—220.	Rs.230—6—290—E.B.—8—330—E.B.—10—380.	
19	Munsarim .. }			
20	Compounder .. ..	(i) Rs.120—6—180—8—220. For qualified Pharmacist.	(i) Rs.230—6—290—E.B.—8—330—E.B.—10—380.	
		(ii) Rs.80—140 For unqualified pharmacist.	(ii) Rs.185—3—215—E.B.—4—235—E.B.—6—265.	
21	Junior Accountant ..	Rs.120—6—180—8—220.	Rs.230—6—290—E.B.—8—330—E.B.—10—380.	
22	Clerk and Typist ..		Rs.200—5—250—E.B.—6—280—E.B.—8—320.	
23	Accounts Clerk ..			
24	Assistant Store-Keeper ..			
25	Qurk Amin ..			
26	Social Worker ..			
27	Co-operative Supervisor ..			
28	Agriculture Supervisor ..			
29	Midwife .. ..	Rs.80—3—140	Rs.185—3—215—E.B.—4—235—E.B.—6—265.	
30	Driver .. ..	Rs.75—2—97—3—115.	Rs.175—3—205—E.B.—4—225—E.B.—5—250.	
31	Amin .. ..			
32	Mechanic and Tube well Operator ..	Rs.60—1—80	Rs.170—2—190—E.B.—3—205—E.B.—4—225.	
33	Nursing Orderly ..			
34	Cyclostyle Machine Operator			
35	Tubewell Operator ..			
36	Daftari .. ..			
37	Process Server, Chainman, Peon, Orderly Peon, Sweeper, Kahar Cook, Chowkidar, Messenger. ..	Rs.55—1—75	Rs.165—2—185—E.B.—3—215.	

# 18. HARIJAN SAHAYAK AND SAMAJ KALYAN VIBHAG

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) HARIJAN SAHAYAK				
1	Director .. ..			He is an I.A.S. Officer of the Senior scale.
2	Joint Director-cum-Special Officer (Tribal Welfare).	Rs.1,300—1,600 ..		The U.P.C.S. (Ex.) Officer will carry his own scale.
3	Deputy Director ..	Rs.300—900 <i>plus</i> Rs.100 special pay.	Rs.650—30—800—40—1,000—50—1,300.	No special pay.
4	Statistical Officer	Rs.300—900	Rs.550—30—700—40—900—50—1,200.	
5	Special Officer (Nutrition Programme)			
6	Assistant Director			
7	Accounts Officer	Rs.250—750 ..	Rs.450—25—650—30—800—50—950.	
8	Chief Accountant	Rs.200—400	Rs.350—15—500—20—600—25—700.	
9	Regional Investigator			
10	Statistical Assistant			
11	Section Incharge	Rs.160—320	Rs.300—8—340—10—440—12—500.	
12	Stenographer			
13	Overseer .. ..	Rs.175—300		
14	Head Clerk .. ..	Rs.150—260	Rs.280—8—320—9—410—10—450.	
15	Noter and Drafter ..	Rs.140—280		
16	Senior Clerk/Progress Clerk/Planning Clerk, etc.	Rs.120—250		
17	Computer			
18	Stenographer .. ..	Rs.120—250 ..	Rs.250—7—285—9—375—10—425.	
19	Senior Clerk/Accountant ..	Rs.120—220 ..	Rs.230—6—290—8—330—10—380.	
20	Junior Clerk/Typist/Store Keeper.	Rs.100—180 ..	Rs.200—5—250—6—280—8—320.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
21	Operators	Rs.80—140	Rs.185—3—215—4—235—6—265.	
22	Driver	Rs.75—115 (Light vehicle).	Rs.175—3—205—4—225—5—250.	
		Rs.80—140 (Heavy vehicle).	Rs.185—3—215—4—235—6—265.	
23	Daftari	Rs.60—80	Rs.170—2—190—3—205—4—225.	
24	Sweeper, Waterman-cum-Mali-Cleaner, Office Orderly, Peon.	Rs.55—75	Rs.165—2—185—3—215.	

## DISTRICT ORGANIZATION

1	Principal Polytechnic	Rs.750—1,400	Rs.900—50—1,600.	
2	Heads of Departments	Rs.400—1,000	Rs.650—30—800—40—1,000—50—1,300.	
3	Principal Technical Training Centre.	Rs.400—900	Rs.550—30—700—40—900—50—1,200.	
4	Lecturers (Electrical, Mechanical and Civil Engineering).			
5	Workshop Superintendent (Gazetted)	Rs.300—900	Rs.550—30—700—40—900—50—1,200.	
6	District Harijan and Social Welfare Officer (Gazetted), Manager (Gazetted) Kalyanpur, Basti Project Officer (Gazetted).	Rs.225—500	Rs.450—25—650—30—800—50—950.	Selection Grade of Rs.550—1,200 for 10 posts of District Harijan and Social Welfare Officers.
7	Head Master Ashram Type School (Gazetted).	Rs.250—600	Rs.450—25—575—25—700—30—850.	
8	Superintendent, Ashram Type School (Gazetted).	Rs.250—550	Rs.400—15—475—20—575—25—750.	
9	Junior Lecturers (non-gazetted) G. B. Pant Polytechnic.	Rs.250—550		
10	Foreman	Rs.200—400	Rs.350—15—500—20—600—25—700.	
11	Inspector (Nutrition)	Rs.200—400		
12	Instructors—G. B. Pant Polytechnic.	Rs.180—380	Rs.325—10—375—12—495—16—575.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
13	Superintendent (Ashram Type School (Non-gazetted).	Rs.150—350	.. Rs.300—10—350—12—470—16—550.	They will get their grade pay as in parent department.
14	Trained Teachers			
15	Psychologist			
16	Super visors/Senior Instructors	Rs.160—320	.. Rs.300—8—340—10—440—12—500.	
17	Tribal Welfare Inspector	Rs.160—280	.. Rs.280—8—320—9—410—10—450.	
18	Head Clerk, G. B. Pant Polytechnic.	Rs.150—260		
19	Assistant Development Officer	Rs.160—280	.. Rs.230—6—290—8—330—10—380.	
20	Co-operative Inspector	Rs.160—280		
21	Teacher/Science Teacher	Rs.120—250		
22	P. T. Instructor	Rs.120—250		
23	Senior Clerk	Rs.120—250		
24	Stenographer	Rs.120—250		
25	Music Teacher	Rs.120—250		
26	Head Master (J. H. S.)	Rs.120—250		
27	Craft Teacher ..	Rs.120—250		
28	Compounders/Nurses	Rs.120—250		
29	Weaving Master	Rs.120—220	.. Rs.230—6—290—8—330—10—380.	
30	Compounder			
31	Co-operative Supervisor-cum-Store-Keeper.			
32	Gram Sewak			
33	Extension Teacher-cum-Assistant Superintendent			
34	House Mother			
35	Science Teacher			
36	Art and Craft Teacher			
37	Music Teacher			
38	Head Clerk-cum-Accountant Senior Clerk-cum-Accountant, Senior Clerk, etc.			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
39	Instructor	Rs. 120—220	Rs. 230—6—290—8 330—10—380	
40	Assistant Manager, Kalyanpur Settlement.			
41	Craft Teacher	Rs. 100—160	Rs. 230—6—290—8— 330—10—380.	
42	House Mother	Rs. 80—140		
43	Music Teacher	Rs. 80—140		
44	Junior Clerk/Store Keeper/ Typist-cum-Store Keeper, Junior Clerk-cum-Cashier, etc.	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
45	Head Teacher/Assistant Teacher			
46	Head Teacher, Primary School, Kalyanpur.	(i) Rs. 65—90 (Untrained). (ii) Rs. 100—180 (J.T.C.). (iii) Rs. 80—140 (H.T.C.)	(i) Rs. 200—5—250—6— 280—8—320. (ii) Rs. 185—3—215—4— 235—6—265.	(i) No scale proposed. (ii) Trained Matric. (iii) Trained non-matric.
47	Harijan Welfare Supervisor, Janjati Supervisors, Grade I	Rs. 100—160	Rs. 200—5—250—6— 280—8—320.	
48	Compounder	Rs. 100—160		As in Medical Department.
49	Mid-wife	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
50	Teachers	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	H. S. and trained.
51	Harijan Welfare Supervisor (Grade II)	Rs. 75—115	Rs. 185—3—215—4— 235—6—265.	
52	Industries Supervisor, Assistant Industries Supervisor	Rs. 65—90	Rs. 175—3—205—4— 225—5—250.	
53	Tailor Master, Assistant Tailor Master.	Rs. 65—90		
54	Work Inspector	Rs. 65—90		
55	Weaving Master	Rs. 60—90		
56	Teachers	Rs. 80—125 (Trained).	Rs. 175—3—205—4— 225—5—250.	Jr. H. S. and trained.
57	Mechanic	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
58	Driver	Rs. 75—115		
59	Electrician-cum-Plumber	Rs. 75—115		
60	Kamdar	Rs. 75—115		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
61	Daftari .. ..	Rs.60—80	.. Rs.170—2—190—3—205—4—225.	
62	Jamadar .. ..	Rs.60—80	.. Rs.170—2—190—3—205—4—225.	
63	Orderly Peon, Peon, Chaukidar, Attendant, Office Peon, Jamadar, Cook, Kahar, Sweeper, etc.	Rs.55—75	.. Rs.165—2—185—3—215.	
64	Proctor-cum-Hostel Superintendent, Technical Training Centre, Naini Tal.	Rs.250 fixed	.. Rs.250 Fixed.	.. No change. Government may revise if so deemed necessary.
65	Teacher .. ..	Rs.60—90 (Untrained).	.. Rs.170 Fixed.	..
(2) SAMAJ KALYAN				
1	Joint Director .. ..	P.C.S. scale		The U.P.C.S. (Ex.) Officer will carry his own scale.
2	Deputy Director, Women ..	Rs.600—1,250	.. Rs.800—50—1,450.	
3	Chief Probation Officer, Area Officer, Assistant Director, Social Welfare, Assistant Director, Technical Education, Assistant Director, Women.	Rs.300—900	.. Rs.550—30—700—40—900—50—1,200.	
4	Accounts Officer (Headquarters).	Rs.250—750	.. Rs.450—25—650—30—800—50—950.	
5	Personal Assistant (Headquarters).	Rs.400—550	.. Rs.500—25—750.	
6	Superintendent, Shelter Workshop for Blind Superintendent, Approved Schools Superintendent, Mentally Retarded School Superintendent, After Care Rescue Home Superintendent, Protective Home Superintendent, Mahila Ashram.	Rs.250—550	.. Rs.400—15—475—20—575—25—750.	Subject to the observation made by us in the relevant chapter in Part I of the Report.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
	Superintendent, Children Home	Rs.250—550	Rs.400—15—475—20 —575—25—750.	Subject to the observation made by us in the relevant chapter in Part I of the Report.
	Superintendent, Home for Orphans and Foundlings			
	Superintendent Training-cum-Shelter Workshop for destitute women			
	Superintendent, Training-cum-Shelter Workshop for Physically Handicapped			
	Superintendent, Balika Niketan			
	Superintendent, Foster Care Home			
	Principal, Blind School			
	Principal, Deaf and Dumb School			
	Principal, School for Handicapped children			
7	Psychologist	Rs.225—500	Rs.400—15—475—20 —575—25—750.	
8	Reformation Officer			
9	Probation Officer			
10	Superintendent, Work-house for beggars and Superintendent Pilot Project for Eradication of Beggary			
11	Placement Officer, Occupational Therapist	Rs.200—400	Rs.350—15—500—20 —600—25—700.	
12	Rescue Officer			
13	Librarian	Rs.150—350	Rs.300—10—350—12 —470—16—550.	
14	Workshop Supervisor	Rs.150—350	Rs.300—10—350—12 —470—16—550.	
15	Teacher, L. T.			
16	Assistant Superintendent, Observation Home.			
17	Assistant Superintendent, After Care Rescue Home			
18	Assistant Superintendent, Protective Home			



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
19	Head Assistant (Headquarters)	Rs.250—325	Rs.450—25—575—25 700.	
20	Lady Recreation Officer	Rs.160—320	Rs.300—8—340—10 440—12—500.1	
21	Investigator	Rs.160—320		
22	Stenographer (Headquarters)	Rs.160—320	Rs.300—8—340—10 —440—12—500.	
23	Section Incharge (Headquarters)	Rs.150—250		
24	Noter and Drafter/Senior Accountant (Headquarters) ..	Rs.120—250	Rs.280—8—320—9— 410—10—450.	
25	Music Teacher	Rs.120—250	Rs.250—7—285—9— 375—10—425.	
	Craft Inspector (Wool Craft)			
	Assistant Teacher, C.T.			
	Assistant Superintendent,			
	Observation Home,			
	Junior Inspectors of Accounts,			
	Assistant Superintendent, Shelter.			
	Stenographer, Probation, Headquarters.			
	Nursery Trained Teacher			
26	P. T. Teacher ..	Rs.120—250	Rs.250—7—285—9— 375—10—425.	
27	Compounder ..	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
		Rs.80—140	Rs.185—3—215—4— 235—6—265.	
28	Bal Sevika	Rs.120—220	Rs.230—6—290—8—330 —10—380.	
29	Inspector			
30	Laboratory Assistant			
31	Supervisor			
32	Senior Clerk/Head Clerk-cum-Accountant.			
33	Junior Noter and Drafter/Accountant, R.C., Record Keeper (Headquarter).			

Serial number	Designation of Post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
34	Junior Clerk	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
35	Project Operator	Rs.100—160		
36	Band Master	Rs.100—160		
37	Craft Instructor (Cane Tailoring).	Rs.100—180		
38	Matron	Rs.150—260 Rs.80—140	Rs.280—8—320—9— 410—10—450.	
39	Palak Mata	Rs.150—260		
40	Nurse-cum-Compounder	Rs.150—260		
41	Hostel Warden	Rs.150—260		
42	Teacher, J.T.C.	.. Rs.100—180	Rs.185—3—215—4— 235—6—265.	
43	Play Organiser	.. Rs.80—140	Rs.185—3—215—4— 235—6—265.	
44	Teacher H.T.C.	.. Rs.80—140	(i) Rs.175—250 (ii) Rs.185—265	(i) For Jr. H.S. and trained. (ii) For H.S. and trained.
45	Motor Driver ..	.. Rs.80—140	Rs.185—3—215—4— 235—6—265.	
46	Motor Driver ..	.. Rs.75—115	Rs.175—3—205—4— 225—5—250.	
47	Daftari, Bundle Lifter, Cycle-style Operator, Jamadar.	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
48	Sweeper, Peon, Sweeper-cum Chaukidar, Kahar, Cook, Aya, Cleaner, Orderly Peon, Farrash, Mali, Technical Assistant, Peon-cum-Daftari.	Rs.55—75	Rs.165—2—185—3— 215.	
49	Paid Apprentice	.. Rs.75 fixed.	Rs.200 fixed.	

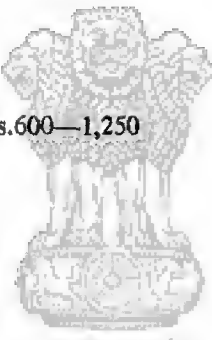
## 19. EDUCATION DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

### (1) UTTAR PRADESH EDUCATIONAL SERVICES]

(Senior Scale/Junior Scale)

1	Director .. ..	Rs.2,000—2,250	No revision is suggested until the duties and responsibilities devolving on the three Directors after the recent reorganization have been assessed.	
2	Additional Director ..	Rs.1,600—1,800	Rs.1,600—50—1,850—75—2,000.	
3	Joint Director .. ..	Rs.1,300—1,600	Rs.1,400—50—1,500—60—1,800.	
4	Joint Director (Women) ..	Rs.1,300—1,600	Rs.1,400—50—1,500—60—1,800.	
5	Principals, Post-Graduate Colleges (with students numbering 1,000 and above).	Rs.750—1,400	Rs.1,200—50—1,500—60—1,800.	
6	Deputy Director[including the Deputy Director (Women) and Regional Deputy Directors].	Rs.750—1,400	Rs.900—50—1,600	
7	Principals in Post-Graduate Degree Colleges, (with students numbering below 1,000).	Rs.750—1,400	Rs.1,150—50—1,700	
8	Sachiv, Madhyamik Shiksha Parishad.	Rs.750—1,400	Rs.900—50—1,600	
9	Director, Manovigyanshala, Allahabad.			
10	Principal, State Institute of Elementary Education.			
11	Director, State Institute of Science Education and Deputy Director, Science.			
12	Project Officer			
13	Professors and Head of Department of Government Post-Graduate Colleges and Principal Government Degree Colleges.	Rs. 600—1,250	Rs. 800—50—1,450	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
14	Vice-Principal Government Institute of Elementary Education.	 नमो भगवते वासुदेवाय	Rs. 600—1,250	Rs. 800—50—1,450
15	Assistant Director (Correspondence Course), State Institute of Elementary Education.			
16	Assistant Director, State Institute of Science Education.			
17	Assistant Director (Basic Primary Education).			
18	Additional Secretary Madhyamik Shiksha Parishad.			
19	Principals :			
	(a) Government Constructive Training College, Lucknow.			
	(b) Basic Training College, Varanasi.			
	(c) Government Central Pedagogical Institute, Allahabad.			
20	Director, Hindi Sansthan ..			
21	Director, Aangla Bhasha Shikshan Sansthan.			
22	Pathya Pustak Adhikari ..			
23	Senior Research Psychologist, Manovigyan Shala, Allahabad.			
24	Senior Research Officer, Government Central Pedagogical Institute, Allahabad.			
25	Registrar, Departmental Examinations, Allahabad.			
26	Regional Inspectresses of Girls' Schools and Principal College of Home Science.	Rs. 600—1250 ..	Rs. 800—50—1,450.	Rs.100 special pay.
27	Assistant Project Officer.	Rs. 600—1,250 ..	Rs. 800—50—1,450.	
28	District Inspectors of Schools			
29	Director, Sena Shiksha and S. S. T.			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
30	Senior Accounts Officer, Headquarters.	Rs. 600—1250	Rs. 800—50—1,450.	The Senior Accounts Officer, if a member of the U. P. Finance and Account Service will carry his own scale of pay.
31	Accounts Officer, Madhyamik Shiksha Parishad.	Rs. 400—1,000	Rs. 650—30—800—40—1,000—50—1,300.	
32	District Inspectors of Schools/ District Inspectresses of Girls' Schools.	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
33	Principals, Government Intermediate Colleges and Principals Government Girls' Intermediate Colleges.	Rs. 300—900		
34	Inspector, Arabic Madarsa	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
35	Inspector, Sanskrit Pathshala	Rs. 300—900		
36	Librarian, Central State Library, Allahabad.	Rs. 300—900		
37	Principal, Government Physical Education College, Rampur.	Rs. 300—900		
38	Education Expansion Officer	Rs. 300—900		
39	Assistant Deputy Director, Education (Headquarter).	Rs. 300—900		
40	Director, Films Education Expansion Office, U. P.	Rs. 300—900		
41	Statistician .. ..	Rs. 300—900		
42	Deputy Secretary, Board of High School and Intermediate Education, U. P.	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
43	Additional Deputy Secretary, Board of High School and Intermediate Education, U. P.	Rs. 300—900		
44	Personnal Assistant to Director of Education, U. P.	Rs. 300—900		
45	Vice-Principal, Government Central Pedagogical Institute, Allahabad.	Rs. 300—900		
46	Psychologist, Bureau of Psychology, U. P.	Rs. 300—900		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
47	First Professor, Government Central Pedagogical Institute, Allahabad.	Rs. 300—900		
48	Professor, Government Central Pedagogical Institute, Allahabad.	Rs. 300—900		
48-A	Professor, Craft, Government Constructive Training College, Lucknow.	Rs. 300—900		
49	Associate Inspector of Schools...	Rs. 300—900		
50	Principal, Government Junior Basic Training College, Jhansi, Muzaffarnagar, Almora and Lucknow.	Rs. 300—900		
51	Vice-Principal, Government, Basic Training College, Varanasi.	Rs. 300—900		
52	Vice-Principal, Government Constructive Training College, Lucknow	Rs. 300—900		
53	Research Professor, Government Basic Training College, Varanasi.	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
54	Senior Research Professor and Assistant Deputy Director, (Correspondence Course), State Institute of Education.	Rs. 300—900		
55	Associate Professor, English Language Teaching Institute.	Rs. 300—900		
56	Professor of Science, State Institute of Science Education	Rs. 300—900		
57	Accounts Officer, Headquarters.	Rs. 300—900		
58	Inspector, Muslim and European Schools.	Rs. 300—900		
59	Registrar, Sanskrit College Examination Varanasi.	Rs. 300—900		
60	Librarian, Government Sanskrit College, Varanasi.	Rs. 300—900		
61	First Professor, Government Sanskrit College, Varanasi.	Rs. 300—900		

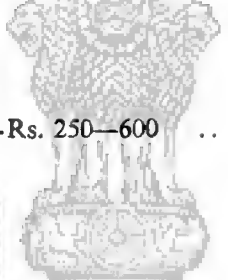
Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

**(2) GOVERNMENT POST-GRADUATE AND DEGREE COLLEGES  
(TEACHING STAFF)**

1	Professor and Head of the Department.	Rs. 400—900	.. Rs. 650—30—800—40—1,000—50—1,300.	
2	Senior Lecturer	Rs. 400—900	.. Rs. 550—30—700—40—900—50—1,200.	
3	Assistant Professor	Rs. 250—600	.. Rs. 450—25—650—30—800—50—950.	
4	Lecturer	Rs. 250—600	.. Rs. 450—25—700—30—850.	

NOTE—The scale of pay of the post of Assistant Professor at item no. 3 above, may be revised further, if necessary, in the light of G. O. no. 1773/XV(i)—8-5(2)-66, dated December 4, 1972.

**(3) SUBORDINATE EDUCATIONAL SERVICE (GAZETTED) INSPECTING  
BRANCH**

1	Deputy Inspector of Schools	Rs. 250—600	.. Rs. 450—25—650—30—800—50—950.	
2	Deputy Inspector of Schools (Urdu-medium).			
3	Additional Deputy Inspector of Schools.			
4	Deputy Inspectress of Girls' Schools.			

**Subordinate Educational Service (Gazetted/Non-Gazetted)**

1	Head Master, Government High Schools/Head Mistress, Government Girls' High Schools/Normal Schools.	Rs. 250—600	Rs. 450—25—650—30—800—50—950.	
2	Head Master, Government Normal Schools, J. T. C. and Pre-service Training Centres.			
3	Head Master, Government Expansion Teachers Training Centre, Rampur.			
4	Assistant Education Expansion Officer, Allahabad.			
5	Deputy Registrar, Departmental Examinations, Uttar Pradesh.			
6	Assistant Secretary, Board of High School and Intermediate Education.			
7	Assistant Text-Book Officer.			

Serial number	Designation of post	Existing pay scale.	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
8	Vice-Principal Government Junior Basic Training College Jhansi, Lucknow and Muzaffarnagar.			
9	Suprintendent, Agriculture, Education Directorate.			
10	Research Professor, State Institute of Education.			
11	Production Officer, Office of the Text-Book Officer.			
12	Professor, Central Pedagogical Institute, Allahabad.			
13	Vice-Principal, Government Physical Training College, Rampur.	Rs. 250—600 ..	Rs. 450—25—650—30—800—50—950.	
14	Assistant Inspector of Sanskrit Pathshalas.			
15	Assistant Teacher, English Language Teaching Institute, Allahabad.			
16	Co-ordinator attached to Government Central Pedagogical Institute, Allahabad and Government Constructive Training College, Lucknow.			
17	Deputy Librarian, Government Central Library, Allahabad.	Rs. 250—550	Rs. 400—15—475—20—575—25—750.	
18	Assistant Accounts Officer	Rs. 250—750	Rs. 450—25—650—30—800—50—950.	
19	Additional Assistant Secretary, Board of High School and Intermediate Education, Uttar Pradesh.	Rs. 250—550	Rs. 450—25—700—30—850.	
20	Assistant Masters, Government Intermediate Colleges and Lecturers Government Training Colleges. Assistant Mistresses, Government Intermediate Colleges for Girls and Lecturers Government Training Colleges for Women.	Rs. 250—550 ..	Rs. 400—15—475—20—575—25—750.	
21	Lecturer Engineering, Government Intermediate Colleges.	Rs. 225—500 ..	Rs. 400—15—475—20—575—25—750.	





Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
22	Assistant Master, Hindi, Sanskrit, Urdu, Persian, Government Intermediate Colleges and Lecturers (Language), Government Training Colleges.	Rs. 250—550	Rs. 400—15—475—20—575—25—750.	
23	Journalist, Education Expansion Office, Uttar Pradesh, Allahabad.	Rs. 225—500		
24	Artist, Office of the Text-Book Officer, Uttar Pradesh, Lucknow.	Rs. 250—600		

## (4) SPECIAL SUBORDINATE EDUCATIONAL SERVICE

1	Senior Tester, Bureau of Psychology, Allahabad.	Rs. 250—600	Rs. 450—25—700—30—850.	
2	Guidance Counsellor			
3	Vocational Guidance Officer.			
4	Statistician, Bureau of Psychology, Allahabad.			
5	Writer (Hindi) Education Expansion Office, Allahabad.	Rs. 250—550	Rs. 400—15—475—20—575—25—750.	
6	Audio Visual Investigation Officer.			
7	Lecturer in Audio-Visual Education Expansion Office, Allahabad.			
8	Lecturer in Audio-Visual Education, Government Central Pedagogical Institute, Allahabad.			
9	Lecturer in Craft Education.			
10	Film Librarian Education Expansion Office, Allahabad	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
11	Incharge, Film Section, Education Expansion Office Allahabad.			
12	Film Script and Commentary Writer, Education Expansion Office.			
13	Assistant Psychologist			
14	Suprintendent, Physical Education, Government Training College, Central Pedagogical Institute, Allahabad.			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
15	Superintendent, Physical Education, Government Basic Training College Varanasi.	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
16	Superintendent, Physical Education, Government Constructive Training College, Lucknow.			
17	Instructor, Physical Education, Government Post Graduate and Degree College.			
18	Lecturer, Physical Education, College of Physical Education, Rampur.			
19	Lecturer in Swimming and Massage, College of Physical Education, Rampur			
20	Lecturer, Play and Recreation, College of Physical Education Rampur.			

## (5) SUBORDINATE EDUCATIONAL SERVICE (NON-GAZETTED)

(Teaching, Inspecting and other posts)

1	Trained Graduates, L. T. Grade (General) for Assistant Masters, Assistant Mistresses of Government High Schools/Normal Schools.	Rs. 150—350	Rs. 300—10—350—12—470—16—550.	
2	Trained Graduates, Grade for Assistant Masters/Assistant Mistresses (Language teachers).	Rs. 150—350	Rs. 300—10—350—12—470—16—550.	
3	Assistant Masters, Assistant Mistresses (General C. T. Grade).	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
4	(i) Sub-Deputy Inspectors of Schools. (ii) Assistant Inspectresses of Girls, Schools.	Rs. 150—350	(i) Rs. 325—10—425—12—485—15—575. (ii) Selection Grade of Rs. 350—15—500—20—600—25—700.	For 10 per cent of the permanent strength.
5	Store-keeper.	Rs. 150—350	Rs. 300—10—350—12—470—16—550.	Government may consider the desirability of posting a non-teaching hand on the job.

Serial no.	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
6	Sound Recording Engineer, Education Expansion Office, Allahabad.	Rs. 200—400	Rs. 350—15—500—20— 600—25—700.	
7	Film Editor ..			
8	Statistician, State Institute of Education, Allahabad.			
9	Artist ..	Rs. 180—380	Rs. 325—10—375—12— 495—16—575.	
10	Lecturer in Metal Craft ..	Rs. 150—350	Rs. 300—10—350—12— 470—16—550.	
11	Co-ordinator ..			
12	Career Master ..			
13	Assistant Master, Music, (L. T. Grade).			
14	Assistant Master, Metal and Plastic Craft (L. T. Grade)			
15	Cameraman, Education Ex- pansion Office, Allahabad	Rs. 160—320	Rs. 300—8—340—10— 440—12—500.	
16	Propaganda Officer ..	Rs. 160—280	Rs. 280—8—320—9— 410—10—450.	
16-A	Social Education Inspector, Education Expansion Office			
17	Technical Assistant ..			
18	Distribution Officer ..	Rs. 140—280	Rs. 280—8—320—9— 410—10—450.	
19	Laboratory Incharge, Educa- tion Expansion Office, Alla- habad. ..	Rs. 150—260	Rs. 280—8—320—9— 410—10—450.	
20	Assistant Sound Recording Engineer. ..	Rs. 120—250	Rs. 250—7—225—9— 375—10—425.	
21	Assistant Teacher (Music) C. T. Grade.			
22	Assistant Master (Hindi)			
23	Assistant Master (Sanskrit)			
24	Assistant Master, (Urdu)			
25	Assistant Master, (Persian)			
26	Assistant Master, (Bengali)			
27	Assistant Master, (Punjabi)			
28	Assistant Master, (Assami)			
29	Assistant Master, (Nepali)			

Serial no.	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
30	Proof Reader	Rs.120—220	.. Rs.230—6—290—8— 330—10—380.	
31	Film Checker			
32	Assistant Teacher (Arts)	Rs.150—350	.. Rs.300—10—350—12 —470—16—550.	
33	Assistant Teacher (Physical Education).			
34	Assistant Teacher (Spinning and Weaving).			
35	Chief Instructor			
36	Assistant Teacher (Sewing)	Rs.140—280	.. Rs.280—8—320—9— 410—10—450.	
37	Artist ..			
38	Reference Assistant			
39	Technical Assistant			
40	Lending Assistant	Rs.120—250	.. Rs.250—7—285—9— 375—10—425.	
41	Assistant Teacher (Wood Craft).			
42	Assistant Teacher (Arts)			
43	Assistant Teacher, (Physical Education).			
44	Assistant Teacher (Wood Craft).			
45	Assistant Teacher (Bee keeping).			
46	Assistant Teacher (Custodian)			
47	Printer			
48	District Librarian	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
49	Assistant Librarian (Women)			
50	Cataloguer			
51	Workshop Instructor			
52	Assistant Cameraman Intructor	Rs.100—160		
53	Carpet Weaver			
54	Chief Operator			
55	Paper Making Instructor			
56	Electric Supervisor			

Serial no.	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
57	Operator	Rs.80—140	.. Rs.185—3—215—4—235—6—265.	
58	Band Master	Rs.65—90	.. Rs.170—2—190—3—205—4—225.	
59	Swimming Master			
60	Drill Instructor			
61	Wrestler			

#### Education Reorientation Scheme

62	Agriculture Supervisor	Rs.225—500	.. Rs.400—15—475—20—575—25—750.	
63	Lecturer			
64	Craft Technician	Rs.150—350	Rs.300—10—350—12—470—16—550.	
65	Extension Teacher (Graduate) Assistant Agricultural Supervisor.	Rs.160—280		
66	Craft Teacher (Graduate)	Rs.150—350	Rs.250—7—285—9—375—10—425.	
67	Extension Teacher (Graduate)	Rs.120—250		
68	Craft Teacher (Non-graduate)	Rs.120—220	Rs.250—7—285—9—375—10—425.	
69	Craft Teacher (non-graduate)	Rs.120—250		
70	Assistant Teacher (Agriculture (Non-graduate).	Rs.120—220	.. Rs.230—6—290—8—330—10—380.	
71	Craft Teacher ..	.. Rs.100—180	.. Rs.200—5—250—6—280—8—320.	
72	Craft Teacher ..	.. Rs.80—125	.. Rs.185—3—215—4—235—6—265.	

#### (6) JUNIOR HIGH SCHOOLS (SENIOR BASIC AND BASIC PRIMARY SCHOOLS OF THE MERGED TEHRI AND RAMPUR STATES)

##### (i) JUNIOR HIGH SCHOOLS

1	Head Master ..	.. (i) Rs.120—250 (As reported by the Director of Education)	Rs.230—6—290—8—330—10—380.	
		(ii) Rs.100—180 (As given in Annexure to G. O. no.B1/532-65-A—XV, dated October 7, 1966.		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
2	Assistant Master	Rs.80—3—125 For H.T.C./V.T.C. trained—Rs.75 fixed for untrained.	(i) Rs.200—5—250—6 —280—8—320.  (ii) Rs.185—3—215—4 —235—6—265.	For High School and trained.  For Junior High School and trained.

## (ii) BASIC PRIMARY SCHOOLS

1	Head Master	Rs.80—3—140	(i) Rs.200—5—250—6 —280—8—320.  (ii) Rs.185—3—215—4 —235—6—265.	For High School and trained.  For Junior High School and trained.
2	Assistant Master	(i) Rs.100—180 (As reported by the Director of Education)  (ii) Rs.80—3—125 (As given in Annexure to G. O. no. B1/532/65/A-XV, dated October 7, 1966.	(i) Rs.185—3—215—4 —235—6—265.  (ii) Rs.175—3—205—4 225—5—250.50	For High School and trained.  For Junior High School and trained.

NOTE—Those trained teachers who were recruited before the date of enforcement of these grades, will be allowed the scale proposed by us for those who are High School pass and trained and difference in grades on the basis of qualifications may be made effective for fresh recruits in future.

## (7) GOVERNMENT MODEL SCHOOLS

1	Head Master, Model School	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.
2	Assistant Master (High School and J. T. C.)	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.
3	Assistant Master (High School and B. T. C./J. T. C.)	Rs. 80—3—125	

NOTE—Those trained teachers who were recruited before the date of enforcement of these grades will be allowed the scale proposed by us for those who are High School pass and trained and difference in grades, on the basis of qualifications may be made effective for fresh recruits in future.

## (8) ASSISTANT MASTERS/ASSISTANT MISTRESSES OF THE J. T. C./H. T. C. GRADES AND MATRONS OF GOVERNMENT GIRLS' SCHOOLS

1	Matron (Senior Grade)	Rs. 140—280	Rs. 280—8—320—9— 410—10—450.	For Graduates with Home Science in Intermediate.
2	Matron (Junior Grade)	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	For High School and trained.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
3	Assistant Masters/Assistant Mistresses.	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	For High School and trained.
4	Assistant Masters/Assistant Mistresses.	Rs. 80—3—125	Rs. 175—3—205—4—225—5—250.	For Junior High School and trained.

NOTE—Those trained teachers who were recruited before the date of enforcement of these grades will be allowed the scale proposed by us for those who are High School pass and trained and difference in grades, on the basis of qualifications may be made effective for fresh recruits in future.

#### (9) GOVERNMENT ORIENTAL COLLEGE, RAMPUR

1	Principal	Rs. 250—550	Rs. 400—15—475—20—575—25—750.	
2	Assistant Master, Arabic, Persian, Theology, L. T. Grade.	Rs. 150—350	Rs. 300—10—350—12—470—16—550.	
3	Assistant Master, Arabic Persian, Modern; C. T. Grade.	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
4	Assistant Master, Mathematics, Assistant Master, Arabic, Assistant Master, Persian.	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
5	Assistant Master, Arabic and Persian.	Rs. 80—125	Rs. 175—3—205—4—225—5—250.	
6	Assistant Master (Quran)	Rs. 65—90	Rs. 175—3—205—4—225—5—250.	
7	Assistant Master (General)	Rs. 65—90		
8	Clerk	..	(i) Rs. 200—5—250—6—280—8—320. (ii) Rs. 185—3—215—4—235—6—265.	If Intermediate. For High School.
9	Daftari	..	Rs. 170—2—190—3—205—4—225.	
10	Peon	..	Rs. 165—2—185—3—215.	

#### (10) GOVERNMENT NURSERY SCHOOLS AND SNASKRIT PATHSHALAS

##### Government Nursery Schools

1	Head Mistress/Assistant Mistress.	Rs. 150—350	Rs. 300—10—350—12—470—16—550.
2	Assistant Mistress	Rs. 120—250	Rs. 250—7—285—9—375—10—425.
3	Assistant Mistress	Rs. 80—125	Rs. 175—3—205—4—225—5—250.

Serial number	Designation of post	Existing pay scale,	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

**Government Sanskrit Pathshalas**

- |   |  |             |    |                                   |
|---|--|-------------|----|-----------------------------------|
| 1 | Assistant Teacher (C. T.) ..           | Rs. 120—250 | .. | Rs. 250—7—285—9—<br>375—10—425.   |
| 2 | Assistant Teacher (J. T. C.)           | Rs. 100—180 | .. | Rs. 200—5—250—6—<br>280—8—320.    |
| 3 | Assistant Teacher (Language),<br>L. T. | Rs. 150—350 | .. | Rs. 300—10—350—12—<br>470—16—550. |

**(11) JUNIOR HIGH SCHOOLS AND PRIMARY SCHOOLS OF MUNICIPAL BOARDS/  
CORPORATIONS/ZILA PARISHADS  
(NOW UNDER THE CONTROL U. P. BOARD OF BASIC EDUCATION)**

**Primary Schools or Junior Basic Schools**

- |   |   |  |   |   |
|---|---|--|---|---|
| 1 | Sahayak Adhyapak (Assistant Master)/Sahayak Adhyapika (Assistant Mistress) (Trained). | Rs. 80—3—95—E.B.—<br>3—110—E.B.—3—<br>125. | (i) Rs. 185—3—215—<br>4—235—6—265.<br><br>(ii) Rs. 175—3—205—<br>4—225—5—250. | For High School and trained.<br><br>For Junior High School and trained. |
| 2 | Sahayak Adhyapak (Assistant Master)/Sahayak Adhyapika (Assistant Mistress) untrained. | Rs. 60—1—65—1—70                           |   | Fixed pay of Rs. 170 for untrained.                                     |
| 3 | Pradhan Adhyapak (Head Master)/Head Mistress (Pradhan Adhyapika).                     | Rs. 80—3—95—3—<br>110—3—125—3—<br>140.     | (i) Rs. 200—5—250—<br>6—280—8—320<br>(ii) Rs. 185—3—215—<br>4—235—6—265.      | For Matric and trained.<br>For Non-Matric and trained.                  |

**Junior High Schools or Senior Basic Schools**

- |   |   |                                 |  |  |
|---|---|---------------------------------|--|--|
| 1 | Sahayak Adhyapak (Assistant Master)/Sahayak Adhyapika (Assistant Mistress). | Rs. 100—4—120—5—<br>145—5—160.  | (i) Rs. 200—5—250—<br>6—280—8—320.<br><br>(ii) Rs. 185—3—215—<br>4—235—6—265 | For Matric and trained.<br><br>For Non-Matric and trained. |
| 2 | Pradhan Adhyapak (Head Master)/Pradhan Adhyapika (Head Mistress).           | Rs. 120—6—150—6—<br>180—10—200. | Rs. 230—6—290—8—<br>330—10—380.  |  |

NOTE—Those trained teachers who were recruited before the date of enforcement of these grades will be allowed the scale proposed by us for those who are High School pass and trained and difference in grades on the basis of qualifications may be made effective for fresh recruits in future.

**(12) NATIONAL CADET CORPS**

- |   |  |                                     |   |
|---|--|-------------------------------------|---|
| 1 | Executive Officer I/c Pre-selection Training Centres at Allahabad, Lucknow and Kanpur. | Rs. 250—15—340—<br>20—400—25—550.   | Rs. 400—15—475—E.B.—<br>20—575—E.B.—25—<br>750. |
| 2 | Head Clerk   | .. Rs. 160—8—200—10—<br>260—12—320. | Rs. 300—8—340—E.B.—<br>10—440—E.B.—12—<br>500.  |



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
3	Head Clerk	Rs. 150—6—180—8— 220—10—260.	Rs. 280—8—320—E.B.— 9—410—E.B.—10— 450.	
4	Senior Division Clerk	Rs. 120—6—180—8— 220.	Rs. 230—6—290—E.B.—8— 330—E.B.—10—380.	
5	Accountant	Rs. 120—6—180—8— 220.	Rs. 230—6—290—E.B.— 8—330—E.B.—10— 380.	
6	Auditor	Rs. 200—15—380— 20—400.	Rs. 350—15—500—E.B.— 20—600—E.B.—25— 700.	
7	Accountant	Rs. 120—6—180—10— 250.	Rs. 250—7—285—E.B.— 9—375—E.B.—10— 425.	
8	Junior Division Clerk and Routine Clerk.	Rs. 100—4—120—5— 180.	Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
9	Ship Modelling Instructor ..	Rs. 140—10—280	Rs. 280—8—320—E.B.— 9—410—E.B.—10— 450.	
10	Aero-modelling Instructor-cum-Store-keeper.	Rs. 140—10—280	Rs. 280—8—320—E.B.— 9—410—E.B.—10—450.	
11	Ship Modelling Mechanic and Store-keeper.	Rs. 120—6—180—8— 220	Rs. 230—6—290—E.B.— 8—330—E.B.—10— 380.	
12	Driver (heavy vehicles) ..	Rs. 80—3—140	Rs. 185—3—215—E.B.— 4—235—E.B.—6— 265.	
13	Driver (medium and light vehicles).	Rs. 75—2—97—3— 115	Rs. 175—3—205—E.B.— 4—225—E.B.—5—250.	
14	Laskar .. ..	Rs. 55—1—75	Rs. 165—2—185—E.B.— 3—215.	
15	Peon and orderly peon, Boat keeper, Chowkidar, Sweeper.	Rs. 55—1—75	Rs. 165—2—185—E.B.— 3—215.	

## (13) PRADESIYA SHIKSHA DAL YOJNA

1	Director .. ..	Rs. 600—50—1,250	Rs. 800—50—1,450	
2	Commandant (Headquarters).	Rs. 300—25—400— 30—700—50—900.	Rs. 550—30—700—E.B.— 40—900—E.B.—50— 1,200.	
3	Commandant Pradesiya Shiksha Dal.	Rs. 300—25—400—30— 700—50—900.	Rs. 550—30—700—E.B.— 40—900—E.B.—50— 1,200.	
4	Youth Welfare Officer ..	Rs. 300—25—400— 30—700—50—900.	Rs. 550—30—700—E.B.— 40—900—E.B.—50— 1,200.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
5	Assistant Commandant ..	Rs. 225—15—360—20—500.	Rs. 400—15—475—E.B.—20—575—E.B.—25—750.	
6	Quarter Master ..	Rs. 250—15—340—20—400—25—550.	Rs. 400—15—475—E.B.—20—575—E.B.—25—750.	
7	Superintendent Physical Education.	Rs. 250—15—340—20—400—25—550.	Rs. 400—15—475—E.B.—20—575—E.B.—25—750.	
8	Sahayak Adhikari, National Physical Efficiency Drive.	Rs. 225—15—360—20—500.	Rs. 400—15—475—E.B.—20—575—E.B.—25—750.	
9	Head Clerk ..	Rs. 150—6—180—8—220—10—260.	Rs. 280—8—320—E.B.—9—410—E.B.—10—450.	
10	Stenographer ..	Rs. 120—6—180—10—250.	Rs. 250—7—285—E.B.—9—375—E.B.—10—425.	
11	Assistant Quarter-Master ..	Rs. 120—6—180—10—250.	Rs. 250—7—285—E.B.—9—375—E.B.—10—425.	
12	Senior Clerk ..	Rs. 120—6—180—8—220.	Rs. 230—6—290—E.B.—8—320—E.B.—10—380.	
13	Routine Clerk ..	Rs. 100—4—120—5—180.	Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
14	Driver ..	Rs. 75—2—97—3—115.	Rs. 175—3—205—E.B.—4—225—E.B.—5—250.	
15	Class IV employees ..	Rs. 55—1—75	Rs. 165—2—185—E.B.—3—215.	
16	Staff Instructor ..	Rs. 75—2—97—3—115.	Rs. 175—3—205—E.B.—4—225—E.B.—5—250.	

(14) MINISTERIAL EMPLOYEES OF THE BOARD OF HIGH SCHOOL AND INTER-MEDIATE EDUCATION

1	Assistant Secretary (Ministerial).	Rs. 350—450	Rs. 450—25—700—30—850.
2	Superintendent (Confidential Section).	Rs. 350—450	} Rs. 450—25—700
3	Head Clerk	Rs. 350—450	
4	Incharge, Confidential Section.	Rs. 200—400	Rs. 350—15—500—20—600—25—700.
5	Senior Assistant, Confidential Section.	Rs. 150—350	Rs. 300—10—350—12—470—16—550.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
6	Pradhan Karnik (Head Clerk)	Rs. 160—320	Rs. 350—15—500	
7	Atirikta Pradhan Karnik (Additional Head Clerk).			
8	Section Incharge			
9	Stenographer (Camp Clerk)	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
10	Senior Noter and Drafter	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
11	Junior Assistant, Confidential Section.			
12	Investigator-cum-Computer	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
13	Junior Noter and Drafter	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
14	Routine Clerk	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
15	Telephone Operator			
(15) DIRECTORATE OF EDUCATION (MINISTERIAL ESTABLISHMENT—CLASS III)				
1	Head Assistant	Rs. 350—450	Rs. 450—25—700	
2	Statistical Assistant (Statistician).	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	
3	Senior Auditor (Jyestha Lekha Nirikashak).	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	
4	Head Clerk (Incharge/Non-Incharge).	Rs. 160—320	Rs. 350—15—500	
5	Stenographer and Camp Assistant.	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	With 10 per cent of posts or two posts in the selection grade of Rs. 400—20—600.
6	Junior Auditor (Kanishta Lekha Nirikshak).	Rs. 160—280	Rs. 280—8—320—9—410—10—450.	
7	Senior Noter and Drafter	Rs. 140—280		
8	Statistician	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
9	Statistical Investigator-cum-Computer.			
10	Junior Noter and Drafter	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
11	Routine Clerk	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
12	Paid Apprentice	Rs. 75 Fixed	Rs. 200 Fixed.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (16) OFFICE OF THE REGISTRAR, DEPARTMENTAL EXAMINATIONS

1	Assistant Registrar	Rs. 350—450	Rs. 450—25—700	
2	Pradhan Karnik (Head Clerk)	Rs. 250—325	Rs. 400—15—550	
3	Confidential Assistant	Rs. 150—350	Rs. 300—10—350—12—470—16—550.	
4	Section Incharge	Rs. 160—320	Rs. 350—15—500	
5	Senior Noter and Drafter	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
6	Stenographer	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
7	Noter and Drafter			
8	Junior Noter and Drafter (Upa Pralekhak).	Rs. 120—220	Rs. 230—6—290—8—300—10—380.	
9	Routine Clerk	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	

## (17) GOVERNMENT EDUCATIONAL INSTITUTIONS

1	Head Clerk	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
2	Stenographer	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
3	Noter and Drafter	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
4	Routine Clerk	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	

## (18) DIRECTORATE OF EDUCATION-CLASS IV EMPLOYEES

1	Driver (Bus/Truck and heavy vehicles).	Rs. 80—140	Rs. 185—3—215—4—235—5—265.	
2	Chintak (Rakhavala)	Rs. 80—140	Rs. 175—3—205—4—225—5—250.	
3	Driver (Jeeps and light vehicles).	Rs. 75—115		
4	Glass Blower	Rs. 65—90	Rs. 170—2—190—3—205—4—225.	
5	Carpenter	Rs. 65—90		
6	Farm Keeper (Non-clerical) Mechanic, Workshop Assistant, Bugler, Daftari, Bundle Lifter, Head Mali, Jamadar (Head orderly).	Rs. 60—80		
7	Orderly, Peon, Mistri, Porter, Waterman, Tindail, Far-rash, Fireman, Gardener Clearner, Bank Peon, Dak Peon, Laboratory Bearer, Sweeper, Special Dak Peon Jamadar (Sweeper) Chaukidar and others.	Rs. 55—75	Rs. 165—2—185—3—215.	

## 20. TECHNICAL EDUCATION DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) TECHNICAL EDUCATION DIRECTORATE (HEADQUARTERS)				
1	Deputy Director (Technical Education).	Rs. 750—1,400	Rs. 900—50—1,150— E.B.—50—1,400— E.B.—50—1,600.	
2	Assistant Director (Technical Education).	Rs. 300—25—400— 30—700—50—900. With a starting salary of Rs. 350.	Rs. 550—30—700—E.B.— 40—900—E.B.—50— 1,200.	
3	Accounts Officer	Rs. 300—900	Rs. 550—30—700—E.B.— 40—900—E.B.—50— 1,200.	
4	Personal Assistant	Rs. 400—25—550	Rs. 500—25—625—E.B.— 25—750.	
5	Divisional Superintendent	Rs. 225—15—360— 20—500.	Rs. 400—15—475—E.B.— 20—575—E.B.—25— 750.	
6	Chief Accounts Inspector	Rs. 200—15—380— 20—400.	Rs. 350—15—500—E.B.— 20—600—E.B.—25— 700.	
7	Senior Investigator	Rs. 200—15—380— 20—400.	Rs. 350—15—500—E.B.— 20—600—E.B.—25— 700.	
8	Superintendent Planning	Rs. 180—10—200— 12—320—15—380.	Rs. 325—10—375—E.B.— 12—495—E.B.—16— 575.	
9	Head Assistant	Rs. 250—15—325	Rs. 400—15—475—E.B.— 15—550.	
10	Office Superintendent	Rs. 250—15—325		
11	Senior Inspector of Accounts	Rs. 160—8—200— 10—260—12—320.	Rs. 300—8—340—E.B.— 10—440—E.B.—12— 500.	
12	Stenographer	Rs. 160—8—200— 10—260—12—320.	Rs. 300—8—340—E.B.— 10—440—E.B.—12— 500.	
13	Junior Investigator	Rs. 160—8—200— 10—280.	Rs. 280—8—320—E.B.— 9—410—E.B.—10— 450.	
14	Technical Assistant	Rs. 140—10—280	Rs. 280—8—320—E.B.— 9—410—E.B.—10— 450.	
15	Assistant Office Superintendent.	Rs. 150—6—180— 10—260.	Rs. 280—8—320—E.B.— 9—410—E.B.—10—450.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
16	Statistician	Rs. 120—6—180—10—250.	Rs. 250—7—285—E.B.—9—375—E.B.—10—425.	
17	Junior Inspector of Accounts	Rs. 120—6—180—10—250.	Rs. 250—7—285—E.B.—9—375—E.B.—10—425.	
18	Noter and Drafter	Rs. 120—6—180—10—250.	Rs. 250—7—285—E.B.—9—375—E.B.—10—425.	
19	Junior Noter and Drafter ..	Rs. 120—6—180—8—220.	Rs. 230—6—290—E.B.—8—330—E.B.—10—380.	
20	Senior Clerk for Examinations	Rs. 120—6—180—8—220.	Rs. 230—6—290—E.B.—8—330—E. B.—10—380.	
21	Budget Assistant ..	Rs. 120—6—180—8—220.	Rs. 230—6—290—E.B.—8—330—E.B.—10—380.	
22	Record Keeper-cum-Accountant	Rs. 120—6—180—8—220.	Rs. 230—6—290—E.B.—8—330—E.B.—10—380.	
23	Cashier. ..	Rs. 120—6—180—8—220.	Rs. 230—6—290—E.B.—8—330—E.B.—10—380.	
24	Typist ..	Rs. 100—4—120—5—180.	Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
25	Routine Clerk ..	Rs. 100—4—120—5—180.	Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
26	Driver ..	Rs. 75—2—97—3—115.	Rs. 175—3—205—E.B.—4—225—E.B.—5—250.	
27	Daftari ..	Rs. 60—1—80 ..	Rs. 170—2—190—E.B.—3—205—E.B.—4—225.	
28	Treasury Messenger, Chaukidar, Mali, Jamadar Waterman, Orderly Peons and Peons.	Rs. 55—1—75 ..	Rs. 165—2—185—E.B.—3—215.	


## (2) BOARD OF TECHNICAL EDUCATION


1	Secretary ..	Rs. 600—50—1,250	Rs. 800—50—1,450
2	Deputy Secretary ..	Rs. 300—25—400—30—700—50—900 With starting pay Rs. 350.	Rs. 550—30—700—E.B.—40—900—E.B.—50—1,200.
3	Assistant Accounts Officer	Rs. 250—25—400—30—700—50—750.	Rs. 450—25—650—E.B.—30—800—E.B.—50—950.
4	Examination Superintendent	Rs. 225—15—360—20—500.	Rs. 400—15—475—E. B.—20—575—25—750.
5	Office Superintendent	Rs. 250—15—325 ..	Rs. 400—15—475—E.B.—15—550.

Serial num ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
6	Senior Assistant (Confidential)	Rs. 160—8—200—10 260—12—320.	Rs. 300—8—340—E.B.— 10—440—E.B.—12— 500.	
7	Chief Accountant	Rs. 150—6—180—10 260.	Rs. 280—8—320—E.B.— 9—410—E.B.—10—450.	
8	Senior Assistant	Rs. 120—6—180—10 250.	Rs. 250—7—285—E.B.— 9—375—E.B.—10— 425.	
9	Cashier/Junior Assistant/ Noter and Drafter/Account- tant.	Rs. 120—6—180—8 220.	Rs. 230—6—290—E.B.— 8—330—E.B.—10—380.	
10	Stenographer	Rs. 120—6—180—10 250.	Rs. 250—7—285—E.B.— 9—375—E.B.—10— 425.	
11	Accounts Clerk/Routine Clerk	Rs. 100—4—120— 5—180.	Rs. 200—5—250—E.B. 6—280—E.B.—8—320.	
12	Typist/Storekeeper-cum-Lib- rarian.	Rs. 100—4—120—5 180.	Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
13	Daftari	Rs. 60—1—80	Rs. 170—2—190—E.B. 3—205—E.B.—4— 225.	
14	Office Peon, Farrash, Gate- man, Chaukidar, Orderly, Peon, Sweeper.	Rs. 55—1—75	Rs. 165—2—185—E.B. 3—215.	
(3) GOVERNMENT POLYTECHNICS/NORTHERN REGIONAL INSTITUTE OF PRINTING TECHNOLOGY, ALLAHABAD/LEATHER INSTITUTIONS OF KANPUR AND AGRA/GOVERNMENT CENTRAL TEXTILE INSTITUTE, KANPUR/GOVERNMENT GIRLS' POLYTECHNIC, LUCKNOW				
1	Principal, Government Cen- tral Textile Institute, Kan- pur,	Rs. 1,200—1,700	Rs. 1,400—50—1,500—60 —1,800,	
2	Professor Textile Technology	Rs. 1,000—1,500	Rs. 1,150—50—1,700	
3	Professor Textile Chemistry	Rs. 1,000—1,500	Rs. 1,150—50—1,700	
4	Principal Government Polyte- chnics.	Rs. 750—1,400	Rs. 900—50—1,600	
5	Principal, Government Girls' Polytechnic.	Rs. 600—1,250.	Rs. 900—50—1,600	
6	Principal, Government Leather Institute.	Rs. 600—1,250	Rs. 800—50—1,450	
7	Principal, N. R. I. Printing Technology, Allahabad.			

Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
8	Workshop Superintendent	Rs. 600—1,150		Post reported in abeyance. Qualifications required for it also not yet finalised. Hence, no revision is suggested.
9	Assistant Professor in Fibre Science.	Rs. 600—1,250	.. Rs. 800—50—1,450	
10	Assistant Professor Electrical Engineering/Electronics.			
11	Assistant Professor Textile Technology (Spinning).			
12	Assistant Professor in Textile Technology (Weaving) / (Chemistry).			
13	Head of Civil Engineering ..	Rs. 400—1,000	Rs. 650—30—800—40— 1,000—50—1,300.	
14	Head of Electrical Engineering			
15	Head of Mechanical Engineer- ing.			
16	Senior Lecturer Automobile Engineering.			
17	Head of Chemical Engineering			
18	Vice-Principal, Government Central Textile Institute, Kanpur.	Rs. 400—900	Rs. 550—30—700—40— 900—50—1,200.	
19	Lecturer, Civil Engineering, Lecturer, Electrical Engineering, Lecturer, Mechanical Engineering, Lecturer in Mechanical Engineering and Machine Drawing and Design.	Rs. 400—900	.. Rs. 550—30—700—40— 900—50—1,200.	
20	Vice-Principal, Government Polytechnic.			
21	Lecturer in Automobile Engineering/Foreman Incharge.			
22	Lecturer Chemical Engineering.			
23	Lecturer Refrigeration and Air-conditioning.			
24	Lecturer Instrument Technology.			
25	Lecturer in Radio Engineering/ Lecturer in Line Communication.			



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
26	Lecturer in Metallurgical Engineering.	Rs. 400—900	Rs. 550—30—700—40—900—50—1,200.	
27	Lecturer in Architectural Assistantship.			
28	Head of Leather working Section (Government Leather Institute, Kanpur).	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
29	Head of Tanning Section Government Leather Institute, Kanpur.			
30	Workshop Superintendent, Principal/Heads of J. S. T. S. Course and Instructor in Engineering.	 नमो भगवते वासुदेवाय	Rs. 550—30—700—40—900—50—1,200.	
31	Lecturer, Leather Manufacturing, Lecturer, Leather Chemistry.			
32	Lecturer in Arts			
33	Head of the Department, Letter Machine Work and binding.			
34	Head of the Department Graphic Reproduction and Lithography.			
35	Head of the Department in Printing, Science and Professional Education.			
36	Vice-Principal (Leather Institute, Kanpur).			
37	Lecturer, Engineering ..			
38	Lecturer in Intermediate Dyes and Design.	Rs. 400—900	Rs. 550—30—700—40—900—50—1,200.	
39	Lecturer, Colour and Design			
40	Lecturer in Chemistry ..			
41	Lecturer in Textile Chemistry			
42	Lecturer (Physics and Maths) Lecturer, Physics/Chemistry Junior Instructor Maths and Science.	Rs. 250—550	Rs. 400—15—475—20—575—25—750.	
43	Junior Lecturer, Science/ Junior Lecturer, English Junior Lecturer, Physics, Junior Lecturer, Chemistry Lecturer Science.			
44	Junior Lecturer, Maths ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
45	Lecturer, Maths ..	Rs. 250—550	Rs. 400—15—475—20 —575—25—750.	
46	Junior Lecturer, English and Industrial Economics.			
47	Junior Lecturer, Humanities			
48	Lecturer, Humanities ..			
49	Junior Lecturer, Hindi ..			
50	Lecturer, Graphic Reproduction, Lecturer, Letter Press Printing, Lecturer, Mechanical Type Setting, Lecturer, Photo Engraving Camera, operation, Lecturer, Litho Printing, Lecturer Gravure Printing.	 नमो भगवते वासुदेवाय	Rs. 400—15—475—20 —575—25—750.	It is also suggested that 25 per cent of posts of Workshop Superintendent in the existing scale of pay of Rs. 300—900 (to be revised to Rs. 550—1,200) may be filled by promotion from amongst Workshop Superintendents and Assistant Workshop Superintendents in the existing scale of pay of Rs. 225—500 (to be revised to Rs. 400—750) and Workshop Instructor in the existing scale of pay of Rs. 180—380 (to be revised to Rs. 325—575).
51	Junior Lecturer in Chemical Engineering and Humanities.			
52	Lecturer, Graphic Design, Lecturer, Binding and Packing, Lecturer, Hand Composing Lecturer, Duplicating Process.			
53	Lecturer, Theoretical Mechanic			
54	Lecturer in Survey/ First Instructor.			
55	Senior Drawing Instructor.			
56	Junior Drawing Instructor			
57	Lecturer, Commerce/Lecturer Stenography.			
58	Forman Bark Tanning/Foreman Crome Tanning. ..			
59	Workshop Superintendent.			

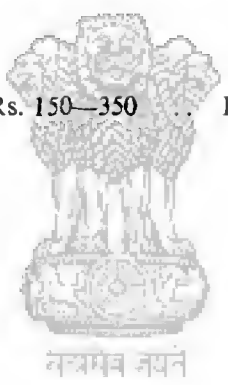
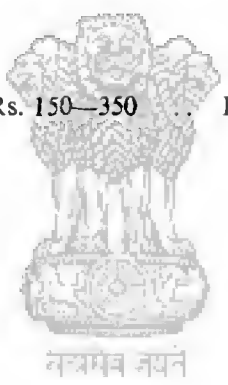
Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
60	Lecturer, Spinning/Lecturer, Weaving, Lecturer, Dyeing and Printing.	Rs. 225—500	.. Rs. 400—15—475—20—575—25—750.	
61	Foreman, Engineering Workshop.			
62	Assistant Chemist/Drawing Instructor/Technical Assistant/First Textile Assistant, Second Textile Assistant, Demonstrator Weaving, Demonstrator Sewing Instructor Weaving, Spinning Dyeing.	Rs. 200—450	.. Rs. 350—15—500—20—600—25—700.	
63	Senior Instructor in Leather Goods Manufacturing.			
64	Foreman Dye House	Rs. 200—400	.. Rs. 350—15—500—20—600—25—700.	
65	Dyeing Assistant			
66	Foreman Weaving/Foreman Spinning.			
67	Mechanical Engineer/Instructor Educational Subjects.			
68	Instructor Electrical Subjects			
69	Assistant Workshop Superintendent/Instructor Engineering.			
70	Instructor Engineering (Drawing) Senior Drawing Master.			
71	First Technical Assistant/First Master.			
72	Instructor Machine Construction and Drawing/Second Instructor.			
73	Senior Instructor			
74	First Drawing Master/Second Drawing Master.			
75	Senior Lecturer Drawing			
76	Drawing Master			
77	Tanning Foreman			
78	Foreman ..			




Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
79	First Instructor	Rs. 200—400	Rs. 350—15—500—20—600—25—700.	
80	Instructor Electrical/Mechanical Engineering			
81	Studio Assistant ..	Rs. 180—380	Rs. 325—10—375—12—495—16—575.	
82	Instructor Line Communication.	Rs. 180—380	Rs. 325—10—375—12—495—16—575.	
83	Power House Instructor	Rs. 180—280	Rs. 325—10—375—12—495—16—575.	
84	Second Technical Master/First Assistant Master/Second Master/Third Master.			
85	Draftsman Trained/Junior Draftsman/Draftsman.			
86	Instructor Automobile Engineering.			
87	Drawing Instructor			
88	Instructor Instrument Technology.			
89	Instructor Engineering			
90	Junior Instructor Electrical			
91	Junior Instructor Carving			
92	Junior Instructor Printing/Junior Instructor, Mercerising/Bleaching.			
93	Printing Assistant/Demonstrator, Drawing.			
94	Demonstrator Handloom.			
95	Boiler Operator ..			
96	Instructor Industrial Engineering.			
97	Instructor Leather Work/Instructor (Drawing, Composing Casting, Making, Finishing).			
98	Instructor Tanning			
99	Instructor Radio Engineering			
100	Instructor Ceramics and Glass Technology.			



सत्यमेव जयते

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
101	Workshop Instructor/First Instructor Light Machine/Drawing Instructor/Junior Instructor Drawing/Instrument Repairing-cum-Mechanic Engineering Instructor (Drawing) Instructors (Carpentry and pattern making Smithy and Riveting, plumbing Foundry, Machine shop, Welding sheet Metal and painting), Junior Instructor (Machine Turning and fitting), Welding Moulding, Blacksmithy, (Carpentry Instructor in fitting sheet metal and machinshop, Instructor Civil/Electrical/Mechanical/Junior Instructor Engineering.	Rs. 180—380	Rs. 325—10—375—12—495—16—575.	
102	Language Teacher ..	Rs. 150—350	Rs. 300—10—350—12—470—16—550.	
103	Instructor in Humanities and Languages.			
104	Junior Lecturer in English Stenography and Type-writing.			
105	Junior Lecturer in Hindi Stenography and Type-writing.			
106	Physics and Mathematics Assistant/Junior Instructor, Chemistry/Incharge in Testing Laboratory ..			
107	Science Teacher ..	Rs. 150—350	Rs. 300—10—350—12—470—16—550.	
108	Demonstrator Science/Instructor in Science/Science and Maths/Lecturer in Physics/Chemistry, Lecturer (Maths) Junior Lecturer in Science and Maths./Junior Instructor in Science. ..			
109	Workshop Instructor (Engineering Trade).			
110	Machine Class Instructor ..	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
111	Supervisor ..			
112	Second Instructor, First Assistant Master ..			
113	Power House Instructor ..			
114	Mechanical Engineering Draftsman ..			
115	Engineering Drawing Instructor Draftsman. ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
116	Instructor in Radio Engineering.	Rs.175—300	.. Rs.300—8—340—10—440—12—500.	
117	Instrument Mechanic ..	Rs.150—260	.. } Rs.280—8—320—9—410—10—450.	
118	Demonstrator ..			
119	Head Clerk ..			
120	Office Draftsman ..	Rs.160—280	.. }	
121	Librarian ..	Rs.120—250	.. Rs.250—7—285—9—375—10—425.	
122	Stenographer, Steno-typist ..			
123	Storekeeper Leather ..			
124	Head Clerk ..	Rs.150—260	.. Rs.280—8—320—9—410—10—450.	
125	Head Clerk-cum-Accountant			
126	Head Storekeeper ..	Rs.120—220	.. Rs.230—6—290—8—330—10—380.	
127	Cashier ..	Rs.120—220	.. Rs.230—6—290—8—330—10—380.	
128	Assistant Librarian ..			
129	Foreman Weaving ..			
	Foreman Dyeing ..			
	Designer ..			
	Instructor Leather ..			
130	Instructor Machine Work	Rs.120—220	Rs.230—6—290—8—330—10—380.	
131	Machine Mechanic, .. Second Instructor Light Machine.			
132	Electric Repair Shop Instructor.			
133	1st Iron Working Instructor			
134	Assistant Instructor, .. Instrument Repairer, .. Skilled Workman. ..			
135	Fitter ..			
136	Motor Driving Mechanic ..			
137	Mechanic Refrigeration ..			
138	Accountant ..			
139	Senior Clerk, .. Noter and Drafter, .. Head Clerk ..			
140	Librarian Technical ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
141	Printing Instructor ..	Rs.100—180 ..	Rs.230—6—290—8— 330—10—380.	
142	First Assistant ..			
143	Compounder ..	(i) Rs.80—140 ..	(i) Rs.185—3—215—4— 235—6—265.	For Un-qualified,
		(ii) Rs.120—220 ..	(ii) Rs.230—6—290—8— 330—10—380.	For qualified.
144	Second Attendant ..	 नमो भगवते वासुदेवाय	Rs.100—180 .. Rs.200—5—250—6— 280—8—320.	
145	Foreman Spinning ..			
146	Technical Assistant ..			
147	Leather Instructor ..			
148	First Instructor ..			
	Second Instructor ..			
	Third Instructor ..			
	Fourth Instructor ..			
	Fifth Instructor ..			
149	Assistant Mechanic-cum-Leatherman. ..			
150	Laboratory Assistant and Demonstrator. ..			
151	Instructor Leather Working ..			
152	Instructor, Machine Construction and Drawing ..			
	Handloom Instructor ..			
	IInd Dyeing Assistant ..			
	IIInd Dyeing Assistant ..			
	Mechanical Assistant ..			
	Block Cutting Instructor ..			
	Wood working Instructor ..			
	IInd Wood Working Instructor. ..			
	Wireman Instructor ..			
	Instructor ..			
153	Second Machine Instructor ..			
154	Supervisor Showroom ..			
155	Routine Clerk ..			
	Typist ..			
	Clerk ..			
	Clerk-cum-Typist ..			
	Accounts Clerk ..			
	Accountant ..			
	Reference Clerk ..			
	Students Clerk ..			
	Library Clerk ..			
	Librarian ..			
	Storekeeper ..			
	Senior Storekeeper ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
156	Dyeing Instructor (1) Power House Instructor (1) First Fitting Shop Instructor, First wood working Instructor, Instructor Wood Working, First Moulding Instructor, First Machine-shop Instructor, First Smithy Instructor, Second Smithy Instructor; Pattern Making Instructor Printing and Publishing Instructor, Second Moulding Instructor, Oil Engine Instructor, Wireman Training Instructor, Second Iron Working Instructor. ..	Rs.100—180	.. Rs.200—5—250—6—280—8—320.	
157	Machine Fitter	Rs.100—180	.. Rs.200—5—250—6—280—8—320.	
158	Workshop Mistri			
159	Time Keeper ..			
160	Fitter .. ..	Rs.80—140	.. Rs.185—3—215—4—235—6—265.	
161	Electrician .. ..	Rs.60—100	} Rs.175—3—205—4—225—5—250.	
162	Electric Mistri .. ..	Rs.75—115		
163	Driver .. ..	Rs.75—115		
164	Machine Supervisor ..	Rs.65—120		
165	Engine Attendant	Rs.65—90	.. Rs.170—2—190—3—205—4—225.	
166	Dynamo Attendant			
167	Carpenter .. ..			
168	Electric Mistri ..			
169	Boiler Attendant	Rs.60—80	.. Rs.170—2—190—3—205—4—225.	
170	Daftari .. ..			
171	Gasman .. ..			
172	Chaukidar, Workshop Coolie, Workshop Attendant, Workshop peon, Mali, Attendant, Sweeper, Waterman, Library Attendant, Gate Keeper, Survey Attendant, Hostel Sweeper, and Attendant, Class room Attendant, Orderly, Mechanical Attendant, Studio Attendant, Watchman, Dresser, Stocker, Cleaner, Hostel Chaukidar, Store Attendant, Menials, Office Peon, Electric Mechanic, Laboratory Attendant, Laboratory Peon, Garden Coolie, other Attendants, Parichar and Sewak, Survey Staff, Khalasi, Dak Peon, Waterman, etc.	Rs.55—75	.. Rs.165—2—185—3—215.	



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (4) GOVERNMENT SECONDARY TECHNICAL SCHOOLS

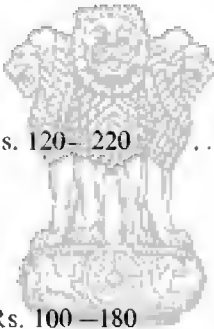
1	Principal and Head of Secondary Technical Course-cum-Instructor in Engineering.	Rs.300—900	Rs.550—30—700—40—900—50—1,200.	<del>Allotted</del> Free Holders should be recruited in future.
2	Workshop Superintendent ..	Rs.225—500	Rs.400—15—475—20—575—25—750.	
3	Instructor in Drawing Engineering.	Rs.200—400	Rs.350—15—500—20—600—25—700.	
4	Instructor in Engineering ..	Rs.200—400	Rs.350—15—500—20—600—25—700.	
5	Mechanical Engineering, Draftsman, Instructors in Drawing, Engineering, Workshop, Tanning, Fitting, Welding, Carpentry, Blacksmithy, Foundry, etc.	Rs.160—320	Rs.300—8—340—10—440—12—500.	
6	Instructor in Science, Instructor in Mathematics, Instructor in Languages and Humanities.	Rs.150—350	Rs.300—10—350—12—470—16—550.	
7	Head Clerk ..	Rs.150—260	Rs.280—8—320—9—410—10—450.	
8	Head Clerk-cum-Accountant	Rs.120—220	Rs.230—6—290—8—330—10—380.	
9	Skilled Workmen in Tanning Fitting, Welding, Carpentry, Blacksmithy Sheet Metal and Foundry, etc.	Rs.120—220	Rs.230—6—290—8—330—10—380.	
10	Accountant ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
11	Routine Clerk/Storekeeper Accounts Clerk/Store Clerk/Librarian.	Rs.100—180	Rs.200—5—250—6—280—8—320.	
12	Chaukidar, Gateman, Waterman, Peon, Dak Peon, Workshop Attendant, Sweeper, Jamadar and Orderly.	Rs.55—75	Rs.165—2—185—3—215.	

## 21. LABOUR DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) LABOUR COMMISSIONER'S ORGANIZATION				
1	Labour Commissioner	The post is held by an I.A.S. Officer.		No proposal for I.A.S. rank officer.
2	Additional Labour Commissioner.	Rs.750—1,400	Rs.900—50—1,600	One post of Additional Labour Commissioner is held by an I.A.S. Officer,
3	Chief Inspector Factories	Rs.750—1,400	Rs.900—50—1,600	
4	Chief Inspector Boilers	Rs.750—1,400	Rs.900—50—1,600	
5	Engineer (Electrical and Mechanical).	Rs.750—1,400	Rs.900—50—1,600	
6	Deputy Labour Commissioner	Rs.600—1,250	Rs.800—50—1,450	
7	Inspector of Factories (Medical).	Rs.600—1,250	Rs.800—50—1,450	For future it would be better, if the post is put on P.M.S. cadre.
8	Executive Engineer	Rs.600—1,250	Rs.800—50—1,450.	
9	Senior Accounts Officer	Rs.600—1,250	Rs.800—50—1,450	As fixed for the members of U. P. Finance and Accounts Service in the senior scale.
10	Assistant Labour Commissioner.	Rs.400—1,000	Rs.650—30—800—40—1,000—50—1,300.	
11	Deputy Chief Inspector of Factories.	Rs.400—1,000	Rs.650—30—800—40—1,000—50—1,300.	
12	Labour Officer	Rs.300—900	Rs.550—30—700—40—900—50—12,00.	
13	Conciliation Officer			
14	Labour Intelligence Officer			
15	Trade Union Inspector			
16	Deputy Registrar of Trade Unions.			
17	Standing Order Officer			
18	Deputy Chief Inspector of Shops.			
19	Senior Research Officer			
20	Accounts Officer			
21	Cost Accounts Officer			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
22	Motion Study Officer	Rs.300—900	Rs.550—30—700—40—900—50—1,200.	
23	Time Study Officer			
24	Assistant Engineer			
25	Productivity Officer			
26	Inspector of Factories			
27	Inspector of Boilers			
28	Medical Superintendent (Allopathic).			
29	Medical Officer (Allopathic)	Rs.250—750	Rs.450—25—650—30—800—50—950.	
30	Medical Officer, P.M.S. (Allopathic).			
31	Assistant Motion Study Officer.	Rs.350—550	Rs.300—25—750.	
32	Assistant Accounts Officer			
33	Personal Assistant to Labour Commissioner.	Rs.250—550	Rs.400—15—475—20—575—25—750.	
34	Publicity Officer (Publication)			
35	Assistant Registrar of Trade Union	Rs.225—500	Rs.400—15—475—20—575—25—750.	
36	Research Officer			
37	Assistant Welfare Officer			
38	Assistant Labour Officer			
39	Medical Superintendent (Ayurvedic)			
40	Statistician	Rs.200—450	Rs.400—15—475—20—575—25—750.	
41	Medical Superintendent (Homeopathic)			
42	Field Publicity Assistant	Rs.200—450	Rs.350—15—500—20—600—25—700.	
43	Senior Research Assistant (Planning)			
44	Senior Research Assistant	Rs.200—400	Rs.350—15—500—20—600—25—700.	
45	Chief Statistical Assistant			
46	Chief Investigator			
47	Senior Investigator			
48	Job Analyst-cum-Accountant			
49	Assistant Time and Motion Study Officer.			
50	Research Assistant			
51	Welfare Inspector			
52	Lady Welfare Inspector			
53	Research Assistant Motion Study			
54	Assistant Trade Union Inspector.	Rs. 350—450	Rs. 450—25—575—25—700.	
55	Chief Accounts Inspector			
56	Labour Inspector			
57	Office Superintendent			
58	Additional Office Superintendent.			

Serial number	Designation of post	Existing pay scale	Recommendation		
			Pay scale	Remarks	
1	2	3	4	5	
59	Senior Journalist ..	Rs. 200—450	Rs. 350—15—500—20—600—25—700.		
60	Assistant Office Superintendent.	Rs. 250—325	Rs. 400—15—475—15550.		
61	Journalist ..	Rs. 150—350	Rs. 300—10—350—12470—16—550.		
62	Accounts Inspector ..	Rs. 150—350			
63	Librarian ..	Rs. 150—350			
64	Sister ..	Rs. 200—300	Rs. 350—15—500		
65	Head Clerk ..	Rs. 160—320	Rs. 300—8—340—10440—12—500.		
66	Stenographer ..	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	Selection grade of Rs.400—20—500—20—600. for 10 per cent of posts.	
67	Stenographer ..	Rs. 120—250	Rs. 250—7—285—9—375—10—425.		
68	Medical Officer (Ayurvedic and Unani).	Rs. 175—300	Rs. 400—15—475—20—575—25—750.		
69	Medical Officer (Homeopathic)	Rs. 175—300			
70	Overseer ..	Rs. 175—300	Rs. 300—8—340—10—440—12—500.		
71	Surveyor ..	Rs. 175—300			
72	Housing Inspector ..	Rs.160—280	Rs. 280—8—320—9—410—10—450.		
73	Welfare Superintendent ..	Rs.160—280			
74	Draftsman (Civil) ..	Rs.160—280			
75	Draftsman (Mechanical) ..	Rs.160—280			
76	Hindi Translator ..	Rs. 140—280			
77	Assistant Statistical Superintendent.	Rs.140—280			
78	Specialist Clerk ..	Rs.140—280			
79	Noter and Drafter ..	Rs. 140—280			
80	Library Assistant ..	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	For diploma holders.	
81	Assistant Welfare Superintendent.	Rs. 120—250	Rs. 250—7—285—9—375—10—425.		
82	Assistant Housing Inspector	Rs. 120—250			
83	Labour Assistant ..	Rs. 120—250			

Serial number	Designation of post	Existing pay scale	Recommendation		
			Pay scale	Remarks	
1	2	3	4	5	
84	Labour Investigator ..	Rs. 120—250	Rs. 250—7—285—9 375—10—425.		
85	Senior Investigator ..	Rs. 120—250			
86	Statistical Assistant ..	Rs. 120—250			
87	Senior Statistical Superintendent.	Rs.120—250			
88	Statistical Superintendent ..	Rs. 120—250			
89	Assistant Investigator ..	Rs. 120—250			
90	Return Assistant ..	Rs. 120—250			
91	Accounts Inspector ..	Rs. 120—250			
92	Time Study Hand ..	Rs. 120—250			
93	Work Study-cum-Compiling Assistant.	Rs. 120—250			
94	Compilation Assistant	 Rs. 120—220	Rs. 230—6—290—8— 330—10—380.		
95	Assistant Welfare Superintendent (Women).				
96	Scout Organiser				
97	Fitter				
98	Assistant				
99	Compilation Clerk ..	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	If minimum prescribed qualification is graduate then Rs. 230—3 80.	
100	Clerk ..	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.		
101	Laboratory Assistant				
102	Adma Machine Opertor				
103	Telephone Operator ..	Rs. 100—160	Rs. 200—5—250—6— 280—8—320.		Rs. 200—5—250—6— 280—8—320.
104	Calculating Machine Operator	Rs. 100—180			
105	Welfare Assistant				
106	Driver ..	Rs. 80—140 (For heavy vehicle)	Rs. 185—3—215—4— 235—6—265.		
		Rs. 75—115 (For light vehicle.)	Rs. 175—3—205—4— 225—5—250.		
107	Mechanic-cum-Cyclostyler	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.		
108	Cinema Operator	Rs. 80—140			
109	Tracer	Rs. 80—140			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
110	Work Supervisor	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
111	Pumping Set Driver			
112	Packer-cum-Carpenter			
113	Pipeline Technician			
114	Daftari .. ..	Rs. 60—80	Rs. 170—2—190—3—205—4—225.	
115	Plumber	Rs. 65—90	Rs. 170—2—190—3—205—4—225.	
116	Wireman/Electrician			
117	Peon, Orderly Peon, Chaudidar and other such employees.	Rs. 55—75	Rs. 165—2—185—3—215.	
PERMANENT RECONCILIATION COMMITTEE				
1	Specialist Assistant ..	Rs. 200—400	Rs. 350—15—500—20—600—25—700.	
2	Sister .. ..	Rs. 200—300	Rs. 350—15—500	
3	Senior Assistant Superintendent.	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
4	Senior Clerk			
5	Nurse			
6	Stenographer-cum-Reader ..	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
7	Stenographer ..	Rs. 120—250		
8	Health Inspector ..	Rs. 120—250		
9	Record Keeper and Accounts Clerk.	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
10	Accounts Clerk ..	Rs. 120—220		
11	Senior Clerk ..	Rs. 120—220		
12	Compounder (Allopathic Trained)	Rs. 120—220 plus non-practising allowance of Rs. 15 p.m.	Rs. 230—6—290—8—330—10—380.	For those who are Intermediate otherwise Rs. 200—320.
13	Stock verifier	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
14	Scout Instructor	Rs. 120—220		
15	Tailoring Teacher-cum-House Assistant.	Rs. 120—220		
16	X-Ray Technician	Rs. 120—220		
17	Laboratory Technician	Rs. 120—220		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
18	B. C. G. Technician	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
19	Photographer-cum-Field Publicity Assistant	Rs. 120—220		
20	Receipt and Despatch Clerk.	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
21	Typist	Rs. 100—180		
22	Clerk and Typist	Rs. 100—180		
23	Store Keeper	Rs. 100—180 plus Rs. 10 as special pay.		
24	Welfare Assistant	Rs. 100—180		
25	Games Supervisor	Rs. 100—180		
26	Manager	Rs. 100—180		
27	Compounder Ayurvedic	Rs. 100—160		
28	Organiser	Rs. 100—180 plus Rs. 3 conveyance allowance.	Rs. 185—3—215—4— 235—6—265.	
29	Driver	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
30	Compounder, Allopathic (Untrained).	Rs. 80—140 plus Rs. 15 non-practising allowance.	Rs. 185—3—215—4— 235—6—265.	
31	Midwife (Trained)	Rs. 80—140 plus Rs. 10 conveyance allow- ance.		
32	Supervisor-cum-Fitter	Rs. 80—140		
33	Driver/Pump Driver	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
34	Compounder (Homeopathic)	Rs. 65—90	Rs. 170—2—190—3— 205—4—225.	
35	Sewing Instructor	Rs. 65—90		
36	Assistant Organiser	Rs. 65—90		
37	Compounder Ayurvedic (Un- trained).	Rs. 65—90	Rs. 170—2—190—3— 205—4—225.	
38	Lady Supervisor	Rs. 65—90		
39	Daftari-cum-Treasury Messen- ger.	Rs. 60—80 plus Rs. 2 as special allowance.		
40	Daftari-cum-Cyclostyle Operator.	Rs. 60—80		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
41	Midwife (Untrained)	Rs. 40—80 <i>plus</i> Rs.10 Conveyance Allowance.	Rs. 170—2—190—3—205—4—225.	
42	Peon, Orderly, Chaukidar, Jamadar Sweeper.	Rs. 55—75	Rs. 165—2—185—3—215.	
43	Wardboy, Treasury Messenger, Servants, Cook, Assistant Cook, Cleaner, Dai, Peon, Orderly Sweeper, Farrash, Mali, Chaukidar.	Rs. 55—75	Rs. 165—2—185—3—215.	

## (2) INDUSTRIAL TRIBUNALS

1	Registrar	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.
2	Stenographer	Rs. 160—320	Rs. 300—8—340—10—440—12—500.
3	Head Clerk	Rs. 150—260	Rs. 280—8—320—9—410—10—450.
4	Miscellaneous Clerk	Rs. 120—220 <i>plus</i> Rs. 30 Special Pay (Cashier)	Rs. 230—6—290—8—330—10—380.
5	Peshkar	Rs. 120—220	
6	Librarian-cum-Record Keeper	Rs. 120—220	
7	Despatcher/Typist	Rs. 100—180	Rs. 200—5—250—6—280—8—320.
8	Jamadar, Cyclostyle Operator, Daftari.	Rs. 60—80	Rs. 170—2—190—3—205—4—225.
9	Orderly peon, Office peon, Farrash, Chowkidar, Waterman, Mali, Sweeper.	Rs. 55—75	Rs. 165—2—185—3—215.

## LABOUR COURTS AT MEERUT, AGRA, KANPUR, LUCKNOW, ALLAHABAD AND GORAKHPUR

1	Presiding Officer	Rs. 900—1,800 Rs. 600—1,250	Rs. 800—50—1,450	I. A. S. As may be allowed to H. J. S. officers.
2	Accountant-cum-Senior Clerk	Rs. 180—380	Rs. 325—10—425—12—485—15—575.	
3	Stenographer	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
4	Overseer	Rs. 175— 300	Rs. 300—8—340—10—440—12—500.	
5	Inspector (Agriculture)	Rs. 160—280	Rs. 280—8— 320—9—410—10—450.	
6	Sanitary Inspector	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
7	Stenographer	Rs. 120—220	Rs. 250— 7—285— 9—375—10—425.	
8	R. R. Inspectors	Rs. 120—220	} Rs. 230—6—290—8—330—10—380.	
9	Store keeper	Rs. 120—220		
10	Record Keeper	Rs. 120—220		
11	Munsarim	Rs. 120—220		
12	Compounder	Rs. 120—220 For qualified pharmacist.	Rs. 230—6—290—8—330—10—380.	For trained employees.
		Rs. 80—140 pharmacist. For non-qualified	Rs. 185—3—215—4—235—6—265.	
13	Junior Accountant	Rs. 120—220	} Rs. 230—6—290—8—330—10—380.	
14	Peshkar	Rs. 120—220		
15	Miscellaneous Clerk	Rs. 80—240 plus Rs. 15 special pay (Cashier)		
16	Typist	Rs. 100—180		
17	Clerk and Typist	} Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
18	Accounts Clerk			
19	Assistant Storekeeper			
20	Kurk Amin			
21	Social Worker			
22	Co-operative Supervisor	} Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
23	Agriculture Supervisor			
24	Midwife	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
25	Driver	Rs. 75—115	} Rs. 175—3—205—4—225—5—250.	
26	Amin	Rs. 75—115		
27	Daftari	Rs. 60—80	Rs. 170— 2—190—3—205—4—225.	


Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
28	Mechanic and Tube-well operator.	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
29	Nursing Orderly			
30	Cyclostyle Mechanic, Machanic operator.			
31	Tube-well Operator			
32	Daftari			
33	Process-server, Chainman, Peon, Orderly Peon, Sweeper, Kahar, Cook, Chaukidar, and Messenger.	Rs.55—75	Rs.165—2—185—3—215.	
34	Orderly Peon, Office Peon, Farrash-cum-waterman, Chaukidar, Mali, Sweeper.	Rs.55—75	Rs.165—2—185—3—215.	

(3) DIRECTORATE OF TRAINING AND EMPLOYMENT  
EMPLOYMENT WING

1	Director .. ..	Rs.750—1,400	Rs.900—50—1,600	
2	Deputy Director ..	Rs.400—1,000	Rs.650—30—800—40 1,000—50—1,300.	
3	Assistant Director	Rs.300—900 <i>plus</i> Rs.50 special pay.	Rs.550—30—700—40 900—50—1,200.	
4	Employment Liaison Officer	Rs.300—900		
5	Employment Market Information Officer.	Rs.300—900		
6	Vocational Guidance Officer (V.G.O.)	Rs.300—900		
7	Up Pradeshik Employment Officer (Inspection)	Rs.300—900		
8	Professional and Executive Employment Officer (P.E.O.).	Rs.300—900		
9	Regional Employment Officer, Kanpur.	Rs.300—900		
10	Up Pradeshik Employment Officer.	Rs.300—900		
11	Sub-Regional Employment Officer (Physically Handicapped), Kanpur.	Rs.300—900		
12	District Employment Officer	Rs.225—500	Rs.450—25—650—30— 800—50—950	Subject to the remarks in the chapter on the subject

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
13	Assistant Employment (E.M.I.) Officer.	Rs.225—500	Rs.400—15—475—20—575—25—750.	
14	Occupational Research Officer	Rs.225—500		
15	Assistant District Employment Officer.	Rs.225—500		
16	Assistant Employment Officer (PEOs etc.) Directorate	Rs.225—500		
17	Assistant Employment Officer (Training).	Rs.225—500		
18	Assistant Employment Officer (V.G.) Directorate.	Rs.225—500		
19	Accountant ..	Rs.200—400	Rs.350—15—500—20—600—25—700.	
20	Chief Accounts Inspector			
21	Artist .. ..	Rs.180—380	Rs.325—10—425—12—495—16—575.	
22	Office Superintendent ..	Rs.250—325	(i) Rs.450—25—575—25—700	As personal to the incumbent whose pre-P.R.C. scale was Rs.300—400.
23	Additional Office Superintendent	Rs.250—325	(ii) 400—15—475—15—550.	For those who were appointed after April 1, 1965.
24	Assistant Office Superintendent.	Rs.150—260	Rs.300—8—340—10—440—12—500.	
25	Head Clerk .. ..	Rs.150—260		
26	Legal Assistant ..	Rs.160—320	Rs.300—8—340—10—440—12—500.	
27	Senior Accounts Inspector ..	Rs.160—320		
28	Stenographer .. ..	Rs.160—320		
29	Technical Assistant ..	Rs.175—300		
30	Statistical Assistant ..	Rs.120—250	Rs.300—10—350—12—470—16—550.	
31	Noter and Drafter ..	Rs.120—250		
32	Senior Assistant/Senior Clerk	Rs.120—250	Rs.250—7—285—9—375—10—425.	
33	Assistant Accountant ..	Rs.120—250		
34	Accounts Inspector ..	Rs.120—250		
35	Stock Verifier .. ..	Rs.120—250		
36	Investigator .. ..	Rs.120—250		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
37	Compilation Assistant	Rs.120—220	Rs.230—6—290—8 330—10—380.	
38	Junior Noter Drafter/Assistant.			
39	Record Keeper			
40	Accounts Clerk			
41	Junior Clerk	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
42	Typist			
43	Cinema Projector Operator	Rs.80—140	Rs.185—3—215—4— 235—6—265.	
44	Staff Car Driver	Rs.75—115	Rs.175—3—205—4— 225—5—250	
45	Daftari .. ..	Rs.60—80	Rs.170—2—190—3 205—4—225.	
46	Jamadar .. ..	Rs.60—80		
47	Peon, Orderly, Farrash, Chaudhary, Mali, Sweeper.	Rs.55—75	Rs.165—2—185—3— 215.	
REGIONAL/SUB-REGIONAL/DISTRICT AND TOWN EMPLOYMENT OFFICERS/UNIVERSITY EMPLOYMENT AND GUIDANCE BUREAU (U.E.I.G.B.)				
48	Junior Employment Officer	Rs.160—280	Rs.280—8—320—9— 410—10—450.	
49	Office Superintendent, R.E.O. Kanpur.	Rs.150—260		
50	Head Clerk S.R.E. Office	Rs.150—260		
51	Technical Assistant, University Employment Information and Guidance Bureau	Rs.200—400	Rs.350—15—500—20 —600—25—700.	
52	Craft Instructor, E.E. Office. Kanpur (for physically handicapped).	Rs.160—320	Rs.300—8—340—10— 440—12—500.	
53	Technical Assistant	Rs.175—300		
54	Statistical Assistant ..	Rs.120—250	Rs.300—10—350—12— 470—16—550.	
55	Accountant-cum-Cashier, R.E.O. Kanpur.	Rs.120—220	Rs.230—6—290—8 330—10—380	
56	Steno Typist, R. E. O., Kanpur.	Rs.120—220		
57	Accountant S.R.E.O.S.	Rs.120—220		
58	Head Clerk, District Employment Office/Town E.E. Office.	Rs.120—220		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
59	Store Keeper, R.E.O. Kanpur	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
60	Senior Clerk, Employment Exchange Offices.	Rs.120—220		
61	Librarian (U.E.I.G.B.)	Rs.120—220		
62	Career Room Guide (U.E.I. G.B.)	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
63	Assistant Clerk (LDC) E.E. Office.	Rs.100—180		
64	Guide	Rs.100—160		
65	Driver	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
66	Chafari	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
67	Telephone Operator	Rs.60—80		
68	Choukidar-cum-peon. Chap-rasi/Orderly, Chaukidar. Sweeper, Mali Chaukidar-cum-Sweeper.	Rs.55—75	Rs. 165—2—185—3— 215.	
<div style="text-align: center;">   <b>Training Wing</b>  नमो भगवते वासुदेवाय </div>				
69	Joint Director, Training and Employment.	Rs. 1,300—1,600	Rs. 1,250—50—1,600	If the post is manned by a departmental officer, P. C. S. officers will carry their own pay scales.
70	Joint Director, Training (Also Executive Officer. Deputy Apprenticeship Adviser).	Rs. 1,000—1,400	Rs. 1,250—50—1,600	
71	Senior Technical Officer	Rs. 600—1,250	Rs. 800—50—1,450	
72	Principal, Class I	Rs. 600—1,250	Rs. 800—50—1,450	
73	Deputy Director, Training (post in obse,ance)	Rs. 400—1,000	Rs. 650—30—800—40 1,000—50—1,500.	
74	Deputy Apprenticeship Adviser (Responsible for running of apprenticeship scheme at State level)			
75	Technical Officers	Rs. 300—900	Rs. 550—30—700—40 900—50—1,200.	
76	Assistant Apprentice (Adviser responsible for training of apprenticeship scheme in State).	Rs. 300—900 <i>plus</i> Rs. 50 as special pay.		

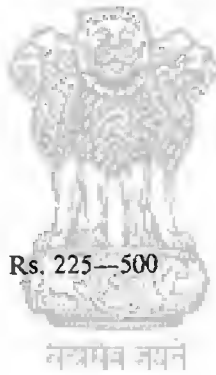
Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
77	Accounts Officer ..	Rs. 300—900 ..		The incumbent will carry his own scale (U. P. Finance and Accounts Service)
78	Principal. Class II ..	Rs. 300—900 }		
79	Vice-Principal ..	Rs. 300—900 }	Rs. 550—30—700—40— 900—50—1,200.	
80	Medical Officer ..	Rs. 300—900 }		
81	Assistant Accounts Officer	Rs. 250—750	Rs. 450—25—650—30— 800—50—950.	
82	Workshop Superintendent	Rs. 225—500 }		
83	Office I/c (Orientation Course) (in abeyance).	Rs. 225—500 }	Rs. 400—15—475—20— 575—25—750.	
84	Lecturer, Apprenticeship I. T. Is.	Rs. 250—500 }		
85	Foreman (including apprenticeship Foreman) ..	Rs. 200—450 }		
86	Supervisor Apprenticeship Industrial Training Institutes.	Rs. 200—450 }	Rs. 350—15—500—20— 600—25—700.	
87	Surveyor Apprentice ..	Rs. 200—450 }		
88	Language Instructor (Stenography).	Rs. 200—400 }		
89	Store Superintendent ..	Rs. 200—450 }		
90	Supervisor ..	Rs. 175—300 ..	Rs. 300—10—350—12— 470—16—550.	
91	Instructor Drawing ..	Rs. 160—320 }		
92	Instructor Maths ..	Rs. 160—320 }		
93	Instructor Mill Wright ..	Rs. 160—320 }		
94	Maintenance Mechanic, Instrutor in I. T. Is.	Rs. 160—320 }	Rs. 300—8—340—10— 440—12—500.	
95	Maintenance Carpenter in I. T. Is	Rs. 160—320 }		
96	Storekeeper in I. T. Is	Rs. 160—320 }		
97	Head Clerk in Directorate	Rs. 150—260 }		
98	Office Superintendent in I. T. Is	Rs. 150—280 }		
99	Head Clerk-cum-Accountant in I. T. Is	Rs. 150—260 }	Rs. 280—8—320—9— 410—10—450.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
100	Instructor Crafts (including Allied Instructor).	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
101	Workshop Instructor (Apprenticeship in I. T. Is.)	Rs. 150—250		
102	Hostel Superintendent-cum-Physical Instructor.	Rs. 120—250		
103	Assistant Store Keeper ..	Rs. 120—250		
104	Head Clerk in I. T. Is. ..	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
105	Accountant in I. T. Is.	Rs. 120—220		
106	Upper Division Clerk ..	Rs. 120—220		
107	Compounder ..	Rs. 120—220 (Qualified).		
108	Lady Supervisor }	(i) Rs. 120—220	Rs. 230—6—285—8— 320—10—380.	
109	Supervisor }	(ii) Rs. 120—300	Rs. 300—8—340—10— 440—12—500.	
110	Lower Division Clerk in I. T. Is. Librarian I. T. Is.	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
111	Compounder ..	Rs. 80—140 (Unqualified).	Rs. 185—3—215—4— 235—6—265.	
112	Dresser ..	Rs. 75—115 ..	Rs. 175—3—205—4— 225—5—250.	
113	Driver ..	Rs. 75—115 ..	Rs. 175—3—205—4— 225—5—250.	
114	Dai	Rs. 55—75	Rs. 165—2—185—3— 215.	
115	Workshop Attendant			
116	Store Attendant			
117	Peon, Orderly Peon, Chaukidar, Sweeper, Cook and other such employees.			
118	Sweeper-cum-Chaukidar			
119	Peon and Sweeper			
120	Hindi Teacher ..	Rs. 150 Fixed.		No change if part time, otherwise C. T. scale be allowed.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

## (4) GOVERNMENT INDUSTRIAL TRAINING INSTITUTES

1	Principal (Bareilly)	Rs. 400—1,000	..	Rs. 650—30—800—40 1,000—50—1,300.
2	Principal, Varanasi, Dehra Dun, Allahabad, Meerut, Lucknow, Gorakhpur.	Rs. 300—900	..	Rs. 550—30—700—40 900—50—1,200.
3	Senior Language Teacher/ Lecturer at Bareilly, Allahabad, and Varanasi.	Rs. 250—550	..	Rs. 400—15—475—20 575—25—750.
4	Lecturer in Motor Mechanism.			
5	Principal/Vice-Principal/ Superintendent/Workshop Superintendent/Cabinet Instructor/Kiln Operator.	Rs. 225—500	..	Rs. 400—15—475—20— 575—25—750.
	(i) Principal, Charkhari, Mau, Azamgarh.			
	(ii) Vice Principal at Bareilly			
	(iii) Superintendent, Srinagar, Varanasi, Almora, Tehri (Garhwal) Fatehpur.			
	(iv) Workshop Superintendent, Gorakhpur, Meerut Lucknow, Varanasi, Dehra Dun.			
	(v) Cabinet Instructor, Bareilly, gazetted and non-gazetted Bareilly and Allahabad.			
	(vi) Kiln Operator, Bareilly			
5-A	Head Master/Foreman, Master Designer/Machine tool Instructor.	Rs. 200—400	..	Rs. 350—15—500—20— 600—25—700.
	(i) Head Master at Almora, Srinagar.			
	(ii) Workshop Foreman at Almora, Gorakhpur, Lucknow, Varanasi, Dehra Dun,			
	(iii) Master Designer drawing at Almora, Gorakhpur, Fatehpur, Dehra Dun Allahabad.			
	(iv) Machine Tool Instructor, Fatehpur, Bareilly.			





Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
6	Foreman Workshop— (i) Tehri and Foreman carpentry Srinagar (ii) Foreman Weaving Tehri and Srinagar.	Rs. 180—380	Rs. 325—10—425—12—495—16—575.	
7	Head Mistress/Science Teacher/Language Teacher/Cleaning Instructor. (i) Head Mistress at Rampur (ii) Science Teacher at Varanasi, Almora, Allahabad, Charkhari, Bareilly, Srinagar, Tehri and Dehra Dun. (iii) Language Teacher at Almora, Charkhari, Allahabad, Bareilly, Srinagar, Tehri and Dehra Dun.			
8	Head Master, Tehri	The scale has been revised to Rs. 150—350 vide G. O. no. 10009/36, (Two)/101(E)/66, dated May 2, 1972.		
9	Laboratory Assistant Fatehpur.	(i) Existing scale is Rs. 120—300.	Rs. 300—10—350—12—470—16—550.	
		(ii) Proposal for revision in the scale of Rs. 160—320 was sent to Government.		
10	Arts Teacher/Drawing Master/Assistant Drawing Master/Assistant Cabinet Instructor/Sheet Metal and other Instructors in different trades. (i) Drawing Instructor, Rampur. (ii) Senior Instructor Engraving and Enamelling/Senior Shape making/Senior Repoussing and Chasing Instructor/Senior Casting and Clay Modelling/Senior Goldsmith/Senior Instructor Electroplating.	Rs. 160—320	Rs. 300—8—340—10—440—12—500.	

Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
	Junior Instructor, Gold Smithy, Casting and Clay Modelling/Electro plating/Drawing and Design, Varanasi.			
	(iii) Senior Weaving Instructor, Almora.			
	(iv) Drawing/Cutting and Tailoring Instructor Charkhari.			
	(v) Shoe Making, Fatehpur			
	(vi) Senior Instructor Training Fatehpur.			
	(vii) Handmade Leather Goods, Fatehpur.			
	(viii) Assistant Foreman, Dehra Dun.			
	(ix) Automobile Instructor, Dehra Dun.			
	(x) Drawing Master, Carpentry Weaving etc. at Bareilly, Dehra Dun and Srinagar.			
	(xi) Senior Radio Mechanic/Instructor, Dehra-Dun.			
	(xii) Wood working Instructor, Allahabad.			
	(xiii) Assistant Drawing Master, Allahabad, Bareilly.			
	(xiv) Assistant Cabinet Instructor, Bareilly.			
	(xv) Drawing Master for Technical High School, Bareilly.			
	(xvi) First Motor Mechanic, Instructor, Gorakhpur.			
	(xvii) First Tractor Machine Instructor, Gorakhpur.			
	(xviii) First Diesel Machine Instructor.			
	(xix) Electrician Instructor, Gorakhpur.			



Rs. 160—320

Rs. 300—8—340—10—  
440—12—500.

नमो भगवते वासुदेवाय

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(xx) Master Meerut.	Automobile,	Rs. 160—320	Rs. 300—8—340—10—440—12—500	
(xxi) General Meerut.	Mechanic,			
(xxii) Workshop Charge man/ Mechanic Shop Fitting/ Automobile, Meerut.				
(xxiii) Master Electric, Meerut				
(xxiv) Blacksmithy, High Class, Meerut.				
(xxv) Master Electroplating/ Master Sheet Metal/ Master Electric Wiring and Armature Winding/ Drawing Master/Moulder High class/Electrician High Class/Soldering and Welding Mechanic Carpenter High Class.				
(xxvi) Refrigeration and Air- conditioning Instructor/ Refrigeration / Workshop/ Junior Instructor Electro- plating/First Electric Ins- tructor/Motor Mechanic/ Drawing Mechanic/Drawing Instructor Allied Ins- tructor/Turner Instruc- tor Radio Instructor/ Machineshop Instructor.				
11 Assistant Chemist, Leather School, Fatehpur.		Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
12 Head Clerk at Lucknow, Bareilly and Meerut.				
13 Steno-typist at Varanasi, Meerut and Bareilly.		Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
14 Accountant at Bareilly, Meerut, Charkhari, Srinagar, Rampur and Allahabad.		Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
15 Head Clerk at Almora, Sri- nagar, Gorakhpur, Dehra Dun, Allahabad and Varanasi.				
16 Head Clerk-cum-Accountant at Fatehpur and Mau.				
17 Foreman Mistri ..				

Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
18	Foreman Mill Wright at Gov- ernment Wood Working Institute, Bareilly			
19	Instructor Weaving			
20	Drawing Instructor			
21	Junior Tailoring Instructor, at Charkhari.			
22	Mechanic-cum-Fitter			
23	Master Motor Mechanic at G. I. T. I. Meerut.			
24	Dyeing Instructor			
25	Instructor Blacksmithy			
26	Superintendent Weaving at Tehri-Garhwal and Mau.			
27	Instructor, Tailoring			
28	Instructor Hosiery			
29	Instructor, Carpentry			
30	Instructor, Electroplating			
31	Head Instructor, Carpentry at G. I. T. I. Srinagar.			
32	Senior Weaving Instructor			
33	Drawing Master			
34	Driver-cum-Mechanic at Fatehpur and Gorakhpur.			
35	Second Electrician Instructor			
36	Second Tractor Mechanical Instructor.			
37	Second Oil Engine Instructor			
38	Second Motor Mechanical Instructor.			
39	General Mechanical Instructor			
40	Fitter			
41	Turner			
42	Mechanist			
43	Assistant Carpentry Instruc- tor.			




Rs. 120—220

Rs. 230—6—290—8—  
330—10—380.

नमो भगवते वासुदेवाय

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
44	Junior Instructor	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
45	Radio Mechanic			
46	Motor Mechanic			
47	Carpenter High class			
48	Workshop Instructor			
49	Carving Instructor			
50	Turner Instructor			
51	Machineman Instructor	Rs. 120—120 (Qualified).	Rs. 230—6—290—8— 330—10—380 (Qualified).	
52	Fitter Instructor at Varanasi			
53	Compounder at G. I. T. I., Lucknow	Rs. 80—140 (Unqualified).	Rs. 185—3—215—4— 235—6—265.	
54	Assistant Clerk	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
55	Despatcher			
56	Costing Clerk			
57	Store keeper			
58	Timber Store-keeper, at Bareilly.			
59	Clerk			
60	Routine Clerk			
61	Typist			
62	Library Clerk			
63	Assistant Storekeeper at Meerut.			
64	Clerk-cum-Storekeeper			
65	Clerk-cum-Typist			
66	Reference Clerk			
67	Market Timber Storekeeper			
68	Librarian			
69	Assistant Dyeing Master			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
70	Fitter .. ..			
71	Bandsaw Instructor			
72	Machinery Instructor			
73	Cabinet Instructor ..			
74	Turning Instructor ..			
75	Class Instructor ..			
76	Upholstry Instructor			
77	Blacksmith			
78	Marking-out Mistri			
79	Electrician			
80	Weaving Instructor			
81	First Instructor Leather			
82	Dari and Qalin Instructor ..			
83	Laboratory Assistant-cum-Demonstrator.			
84	Second Leather Instructor			
85	Second Carpentry Instructor	Rs. 100—180 ..	Rs. 200—5—250—6 280—8—320.	
86	Carpentry Instructor ..			
87	Carpentry Instructor			
88	Travelling Instructor			
89	Demonstrator			
90	Assistant Tailoring Instructor			
91	Assistant Carpentry Instructor.			
92	Assistant Hosiery Instructor.			
93	Polisher			
94	Assistant Weaving Instructor			
95	Instructor			
96	Supervisor			
97	Hostel Superintendent.			
98	Tailor Instructor			
99	Carpentry			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
100	Tailoring Teacher		Rs. 200—5—250—6— 280—8—320.	
101	Embroidery and Knitting			
102	Tailoring-cum-Mechanist Instructor			
103	Calico Printing Teacher			
104	Instructor Training			
105	Demonstrative Instructor			
106	Dyeing Instructor			
107	Junior Instructor Weaving			
108	Blacksmithy Instructor			
109	Mechanic-cum-Driver			
110	Wood Working Instructor			
111	Polish Instructor			
112	Draughtsman			
113	Moulder			
114	Shape Making Instructor			
115	Casting of Clay Modelling Instructor			
116	Drawing Master			
117	Turner			
118	Repoussing and Chasing Instructor			
119	Mistri Leather Work at Fatehpur	Rs. 100—160	.. Rs. 200—5—250—6— 280—8—320.	
120	Bus Driver, Rampur	Rs. 80—140	.. Rs. 185—3—215—4— 235—6—265.	
121	Cane Instructor, Tehri			
122	Mistri, Bareilly			
123	Photographer and Painter Bareilly.			
124	Hosiery-cum-Fitter, Almora	Rs. 65—120	.. Rs. 185—3—215—4— 235—6—265.	
125	Mill-wright Foreman, Bareilly			
126	Timekeeper, G. I. T. I., Lucknow.	Rs. 60—110 (Not revised).	Rs. 200—5—250—6— 280—8—320.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
127	Warper	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
128	Mistri Leather ..			
129	Assistant Instructor Tailoring			
130	Assistant Instructor Carpentry.			
131	Electrician	Rs. 65—90	Rs. 170—2—190—3—205—4—225.	
132	Engine Driver ..			
133	Mistri Electrician			
134	Mistri Weaving ..			
135	Mistri—Carpenter ..			
136	Mistri—Dari, Qalin			
137	Polisher			
138	Assistant Instructor			
139	Carpenter			
140	Daftari			
141	Kiln Attendant	Rs. 60—80	Rs. 170—2—190—3—205—4—225.	
142	Kundigar			
143	Machineman			
144	Dresser, Lucknow ..	Rs. 55—75	Rs. 170—2—190—3—205—4—225.	
145	Kundigar/Laboratory Bearer/ Peon/Orderly peon/Workshop Attendant/Attendant/ Mazdoor and other such staff.	Rs. 55—75	Rs. 165—2—185—3—215.	



## 22. CULTURAL AFFAIRS AND SCIENTIFIC RESEARCH DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

### (1) DIRECTORATE OF CULTURAL AFFAIRS AND SCIENTIFIC RESEARCH

1	Director, Cultural Affairs and Scientific Research Department. (Also Special Secretary to Government).	I. A. S. Officer	}	These Officer will draw pay in the scales of pay admissible to them in their parent service.
2	Deputy Director, Cultural affairs and Scientific Research Also Deputy Secretary to Government	U. P. Civil Service (Executive Branch) Officer.		
3	Assistant Director	Rs. 300—900	..	Rs. 550—30—700—40—900—50—1,200.
4	Assistant Accounts Officer	Rs. 250—750	..	Rs. 450—25—650—30—800—50—950.
5	Accountant	Rs. 140—280	..	Rs. 280—8—320—9—410—10—450.
6	Noter and Drafter	Rs. 140—280	..	
7	Typist	Rs. 100—180	..	Rs. 200—5—250—6—280—8—320.
8	Peon	Rs. 55—75	..	Rs. 165—2—185—3—215.

### (2) U. P. STATE OBSERVATORY, NAINI TAL

1	Director	Rs. 750—1,400	..	Rs. 1,200—50—1,500—60—1,800.
2	Astronomer	Rs. 600—1,250	..	Rs. 800—50—1,450.
3	Assistant Astronomer	Rs. 300—900	..	Rs. 550—30—700—40—900—50—1,200.
4	Scientific Officer	Rs. 250—750	..	Rs. 450—25—650—30—800—50—950.
5	Scientific Assistant	Rs. 250—550	..	Rs. 450—25—700—30—850.
6	Registrar	Rs. 200—450	..	Rs. 350—15—500—20—600—25—700.
7	Senior Technician	Rs. 180—380	..	Rs. 325—10—375—12—495—16—575.
8	Mechanical Draftsman	Rs. 160—280	..	Rs. 280—8—320—9—410—10—450.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
9	Junior Scientific Assistant	Rs. 140—280	Rs. 280—8—320—9— 410—10—450.	
10	Librarian	.. Rs. 140—280		
11	Steno-Typist	.. Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
12	Head Clerk	.. Rs. 120—220	Rs. 250—7—285—9— 375—10—425.	
13	Technician Grade I	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
	(a) Computer			
	(b) Photography			
	(c) Workshop			
	(d) Electronics			
	(e) Night Assistant			
	(f) Receptionist			
14	Noter and Drafter	.. Rs. 120—220	Rs. 200—5—250—6— 280—8—320.	
15	Accountant	.. Rs. 120—220		
16	Store-Supervisor-cum-Caretaker	Rs. 120—220		
17	Technician Grade II	.. Rs. 100—180	Rs. 185—3—215—4— 235—6—265.	
	(a) Workshop			
	(b) Electronics			
18	Purchase Clerk	.. Rs. 100—180	Rs. 175—3—205—4— 225—5—250.	
19	Routine Clerk	.. Rs. 100—180		
20	Library Clerk	.. Rs. 100—180		
21	Fitter	.. Rs. 75—115	Rs. 185—3—215—4— 235—6—265.	
22	Driver	.. Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
23	Carpenter, Blacksmith, Mason, Painter, Telescope Assistant	Rs. 65—90	Rs. 170—2—190—3— 205—4—225.	
24	Book Binder and Daftari	Rs. 60—80		
25	Workshop Assistant, Laboratory Assistant, Peon, Orderly, Chankidar, Gardener, Sweeper	Rs. 55—75	Rs. 165—2—185—3— 215.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1.	2	3	4	5

## (3) STATE ARCHAEOLOGICAL DEPARTMENT, LUCKNOW

1	Archaeological Officer	.. Rs. 600—1,250	.. Rs. 900—50—1,600	
2	Excavation and Survey Officer	.. Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
3	Archaeological Assistant	.. Rs. 225—500	.. Rs. 450—25—575—25—700—30—850.	
4	Overseer	.. Rs. 175—300	} .. Rs. 300—8—340—10—440—12—500.	
5	Draughtsman	.. Rs. 160—280		
6	Steno-cum-Clerk	.. Rs. 120—250	} ..	
7	Chemist	.. Rs. 120—220		
8	Head Clerk	.. Rs. 120—220	.. Rs. 250—7—285—9—375—10—425.	
9	Photographer	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
10	Accounts Clerk	.. Rs. 100—180	} .. Rs. 200—5—250—6—280—8—320.	
11	Despatch Clerk	.. Rs. 100—180		
12	Driver	.. Rs. 75—115	.. Rs. 175—3—205—4—225—5—250.	
13	Tube Well Operator	.. Rs. 60—80	.. Rs. 170—2—190—3—205—4—225.	
14	Peon, Orderly Peon, Chaukidar, Mali-cum-Chaukidar, Sweeper.	Rs. 55—75	.. Rs. 165—2—185—3—215.	

## (4) STATE ARCHIVES, ALLAHABAD

1	Keeper of Archives	.. Rs. 400—1,000	.. Rs. 800—50—1,450	
2	Regional Archives Officer.	.. Rs. 250—750	.. Rs. 450—25—650—30—800—50—950.	
3	Assistant Keeper-cum-Administrative Officer.	Rs. 250—550.	} .. Rs. 400—15—475—20—575—25—750.	
4	Technical Assistant	.. Rs. 225—500		
5	Technical Assistant Preservation.	Rs. 225—500	} .. Rs. 300—10—350—12—470—16—550.	
6	Junior Technical Assistant	Rs. 150—350		
7	Field Assistant	.. Rs. 150—350		
8	Librarian	.. Rs. 150—350		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
9	Foreman	Rs. 160—280	Rs. 280—8—320—9— 410—10—450.	
10	Head Clerk	Rs. 150—260		
11	Head Clerk	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
12	Accountant	Rs. 120—220		
13	Senior Clerk	Rs. 120—220		
14	Junior Clerk	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
15	Typist	Rs. 100—180		
16	Requisition Clerk	Rs. 100—180		
17	Storekeeper-cum-Care-taker	Rs. 100—180		
18	Microfilm Operator	Rs. 100—180	Rs. 170—2—190—3— 205—4—225.	
19	Electrician	Rs. 65—90		
20	Mender and Bundle Lifter	Rs. 60—80	Rs. 165—2—185—3— 215.	
21	Lab. Attendant, Peon, Farrash Chaukidar and Sweeper	Rs. 55—75		

## (5) STATE ARCHAEOLOGICAL MUSEUM, MATHURA

1	Curator	Rs. 300—900	Rs. 650—30—800—40— 1,000—50—1,300.	
2	Assistant Curator	Rs. 225—500	Rs. 450—25—700—30— 850.	
3	Modeller	Rs. 180—380	Rs. 325—10—375—12— 495—16—575.	
4	Librarian	Rs. 150—350	Rs. 300—10—350—12— 470—16—550.	
5	Guide Lecturer	Rs. 150—350		
6	Chemist	Rs. 150—350		
7	Head Clerk-cum-Accountant	Rs. 150—260	Rs. 280—8—320—9— 410—10—450.	
8	Steno-cum-Typist	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
9	Gallery Assistant	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
10	Photographer	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
11 Clerk	..	Rs. 100—180	} .. Rs. 200—5—250—6—280—8—320.	
12 Store-keeper-cum-Caretaker	..	Rs. 100—180		
13 Cabinet-cum-Pedestal Maker	..	Rs. 80—140	} .. Rs. 185—3—215—4—235—6—265.	
14 Workshop-cum-Laboratory Assistant.	..	Rs. 80—140		
15 Marksman	..	Rs. 65—90	..	Rs. 170—2—190—3—205—4—225.
16 Daftari and Jamadai	..	Rs. 60—80	..	Rs. 170—2—190—3—205—4—225.
17 Gallery Attendant, Peon, .. Farrash, Bhisti, Site Coolie-Mali, Night Chaukidar, Sweeper and Gardener-cum-Day Chaukidar.	..	Rs. 55—75	..	Rs. 165—2—185—3—215.

## (6) STATE MUSEUM, LUCKNOW

1 Director	..	Rs. 600—1,250	..	Rs. 900—50—1,600.
2 Administrative Officer	..	Rs. 300—900	} ..	Rs. 550—30—700—40—900—50—1,200.
3 Numismatic Officer	..	Rs. 300—900		
4 Assistant Curator	..	Rs. 225—500	} ..	Rs. 450—25—575—25—700—30—850.
5 Numismatist	..	Rs. 225—500		
6 Chemist	..	Rs. 225—500		
7 Chemical Assistant	..	Rs. 200—450	..	Rs. 350—15—500—20—600—25—700.
8 Modeller	..	Rs. 180—380	} ..	Rs. 325—10—375—12—495—16—575.
9 Photographer-cum-Artist	..	Rs. 180—380		
10 Guide Lecturer	..	Rs. 150—350	..	Rs. 300—10—350—12—470—16—550.
11 Librarian	..	Rs. 150—350	..	Rs. 300—10—350—12—470—16—550.
12 Head Clerk	..	Rs. 150—260	} ..	Rs. 280—8—320—9—410—10—450.
13 Taxidermist (Senior)	..	Rs. 150—260		
14 Stenographer	..	Rs. 120—250	..	Rs. 250—7—285—9—375—10—425.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
15	Custodian	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
16	Numismatic Assistant	Rs. 120—250		
17	Gallery Assistant	Rs. 120—250		
18	Receptionist	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
19	Accountant	Rs. 120—220		
20	Store keeper-cum-Caretaker	Rs. 120—220		
21	Cashier	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
22	Clerks			
23	Booking Clerk			
24	Museum Assistant			
25	Sub-Curator			
26	Laboratory Assistant			
27	Taxidermist (Junior)	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
28	Cabinet-cum-pedestal-maker	Rs. 80—140		
29	Model-cum-Diagram-maker	Rs. 80—140		
30	Liftman-cum-Electrician	Rs. 65—90	Rs. 170—2—190—3— 205—4—225.	
31	Carpenter	Rs. 65—90		
32	Marksman	Rs. 65—90		
33	Book Binder, Daftari and Jamadar	Rs. 60—80	Rs. 170—2—190—3— 205—4—225.	
34	Gallery Attendant, Peon, Chaukidar, Mali and Sweeper.	Rs. 55—75	Rs. 165—2—185—3— 215.	

## (7) BHATKHANDI COLLEGE OF HINDUSTANI MUSIC, LUCKNOW

1	Principal	Rs. 750—1,400	Rs. 1,150—50—1,400— 50—1,700.
2	Professor	Rs. 600—1,250	Rs. 800—50—1,450.
3	Assistant Professor	Rs. 300—900	Rs. 550—30—700—40— 900—50—1,200.
4	Superintendent	Rs. 350—550	Rs. 500—25—625—25— 750.
5	Lecturer	Rs. 225—500	Rs. 400—15—475—20— 575—25—750.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
6	Lady Warden	.. Rs. 150—350	.. Rs. 300—10—350—12—470—16—550.	
7	Librarian	.. Rs. 150—350		
8	Head Clerk	.. Rs. 150—260	.. Rs. 280—8—320—9—410—10—450.	
9	Demonstrator	.. Rs. 120—250	.. Rs. 300—8—340—10—440—12—500.	
10	Stenographer	.. Rs. 120—250	.. Rs. 250—7—285—9—375—10—425.	
11	Accountant	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
12	Clerk-cum-Store Keeper	.. Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
13	Clerk	.. Rs. 100—180		
14	Fee Clerk	.. Rs. 100—180		
15	Accompanist	.. Rs. 100—160	.. Rs. 200—5—250—6—280—8—320.	
16	Driver	.. Rs. 75—115	.. Rs. 175—3—205—4—225—5—250.	
17	Book Keeper	.. Rs. 75—115		
18	Instrument Keeper and Cook	Rs. 60—80	.. Rs. 170—2—190—3—205—4—225.	
19	Cyclostyle Machine Operator-cum-Daftari.	.. Rs. 60—80		
20	Electrician	.. Rs. 60—80		
21	Farrash, Mali, Waterman, Dak-Peon, Peon, Orderly-Peon, Chaukidar, Sweeper, Mess Attendant and Labourer Mali.	Rs. 55-75	.. Rs. 165—2—185—3—215.	

## (8) GOVERNMENT COLLEGE OF ARTS AND CRAFTS, LUCKNOW

1	Principal	.. Rs. 750—1,400	.. Rs. 1,150—50—1,400—50—1,700.	
2	Professor	.. Rs. 600—1,250	.. Rs. 800—50—1,450	
3	Assistant Professor	.. Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
4	Lecturer	.. Rs. 225—500	.. Rs. 450—25—575—25—700—30—850.	
5	Studio Assistant	.. Rs. 225—500	.. Rs. 400—15—475—20—575—25—750.	
6	Sculptor Designer			
7	Artist Designer			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
8	Registrar }	.. Rs. 200—450	.. Rs. 350—15—500—20— 600—25—700.	
9	Foreman	.. Rs. 200—400		
10	Demonstrator in Mural Painting.	.. Rs. 180—380		
11	Instructor	.. Rs. 180—380	.. Rs. 325—10—375—12— 495—16—575.	
12	Librarian	.. Rs. 150—350	.. Rs. 300—10—350—12— 470—16—550.	
13	Museum Curator	.. Rs. 150—350		
14	Shape Maker and Caster	.. Rs. 160—320.	.. Rs. 300—8—340—10— 440—12—500.	
15	Clay Figure Modeller	.. Rs. 160—320		
16	Stone Carver	.. Rs. 160—320		
17	Lady Teacher in Handicrafts	Rs. 160—320		
18	Instructor	.. Rs. 160—320		
19	Drawing Master	.. Rs. 175—300	.. Rs. 250—7—285—9—375 10—425.	
20	Physical Training Instructor	Rs. 120—250		
21	Stenographer	.. Rs. 120—250		
22	Workshop Mistry-cum-Electrician.	Rs. 120—220		
23	Pottery Mistry	.. Rs. 120—220	.. Rs. 230—6—290—8— 330—10—380.	
24	Craftsman for Design Section	Rs. 120—220		
25	Technical Assistant	....Rs. 120—220		
26	Head Clerk	.. Rs. 120—220	.. Rs. 250—7—285—9— 375—10—425.	
27	Establishment Clerk	.. Rs. 120—220	.. Rs. 230—6—290—8— 330—10—380.	
28	Accountant	.. Rs. 120—220		
29	Store-keeper	.. Rs. 100—180	.. Rs. 200—5—250—6— 280—8—320.	
30	Museum Clerk	.. Rs. 100—180	.. Rs. 200—5—250—6— 280—8—320.	
31	Cashier	.. Rs. 100—180		
32	Clerk	.. Rs. 100—180		
33	Routine Clerk	.. Rs. 100—180		
34	Typist	.. Rs. 100—180		
35	Driver and Compositor	.. Rs. 75—115	.. Rs. 175—3—205—4— 225—5—250.	
36	Book binder and Daftari	.. Rs. 60—80	.. Rs. 170—2—190—3— 205—4—225.	
37	Peon, Inkman, Attendant, Chokidar, Mali, Cleaner, Sweeper, Peon for cycle-stand.	Rs. 55—75	.. Rs. 165—2—185—3— 215.	



### 23. PUBLIC WORKS DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) CHIEF ENGINEER, P. W. D.				
1	Chief Engineer ..	Rs. 2,000—2,250 ..	Rs. 2,250—100—2,750	
2	Additional Chief Engineer	Rs. 1,800—2,000 ..	Rs. 1,900—50—1,950—75—2,250.	
3	Deputy Chief Engineer ..	Rs. 1,600—1,800 ..	Rs. 1,600—50—1,850—75—2,000.	
4	Superintending Engineer ..	Rs. 1,300—1,600 ..	Rs. 1,400—50—1,500—60—1,800.	
5	Executive Engineer ..	Rs. 600—1,250 ..	Rs. 800—50—1,450	
6	Assistant Engineer ..	Rs. 300—900 with a starting salary of Rs. 350.	Rs. 550—30—700—40—900—50—1,200.	
7	Senior Architect ..	Rs. 1,300—1,600 ..	Rs. 1,400—50—1,500—60—1,800.	
8	Architect ..	Rs. 600—1,250 ..	Rs. 800—50—1,450	
9	Assistant Architect ..	Rs. 300—900 with a starting salary of Rs. 350.	Rs. 550—30—700—40—900—50—1,200.	
10	Director Research ..	Rs. 1,300—1,600 ..	Rs. 1,400—50—1,500—60—1,800.	
11	Deputy Director Research	Rs. 600—1,250 ..	Rs. 800—50—1,450	
12	Assisant Research Officer ..	Rs. 300—900 ..	Rs. 550—30—700—40—900—50—1,200.	
13	Personal Assistant (Ministerial)	Rs. 400—550 ..	Rs. 500—25—750	
14	Head Assistant, Chief Engineer's Office.	Rs. 350—450 ..	Rs. 450—25—700	
15	Head Assistant, Circle Office	Rs. 250—325 ..	Rs. 400—15—550	
16	Legal Assistant ..	Rs. 160—320 ..	Rs. 300—8—340—10—440—12—500.	
17	Stenographer, Chief Engineer's Office.	Rs. 160—320 ..	Rs. 300—8—340—10—440—12—500.	With a selection grade to the extent of 10 per cent of permanent posts or two posts in the scale of pay of of Rs. 400 20—500—20 20—600.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
18	Head Clerk. Executive Engineer's Office.	Rs. 150--260	Rs. 280—9—320—9— 410—10—450.	
19	General Senior Accountant	Rs. 140—280		
20	Senior Noter and Drafter, Chief Engineer's Office.	Rs. 140—280		
21	Senior Noter and Drafter, Circle Office.	Rs. 120—250	.. Rs. 250—7—285—9— 375—10—425.	
22	Stenographer, Circle Office			
23	Stenographer, Divisional Office			
24	Upper Grade Clerk	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
25	Junior Noter and Drafter-cum-Record Keeper, Chief Engineer's Office.			
26	Junior Noters and Drafters, Circle Office.			
27	Senior Accounts Clerk			
28	Store-keeper (Selection grade sanctioned with effect from April 1, 1970).			
29	Reader-cum-Stenographer, (Executive Engineer's Office).			
30	Routine Clerk, (Chief Engineer's Office).			
31	Routine Clerk, Circle Office	Rs. 100—180	.. Rs. 200—5—250—6— 280—8—320.	
32	Lower Grade Clerk, Executive Engineer's Office.			
33	Ahalmad-cum-Typist, Chief Engineer's Office.			
34	Store keeper			
35	Architectural Assistant ..	Rs. 250—750	.. Rs. 450—25—650—30— 800—50—950.	
36	Foreman ..	Rs. 225—500	.. Rs. 400—15—475—20— 575—25—750.	
37	Computer ..	Rs. 180—380	Rs. 325—10—375—12— 495—16—575.	
38	Architectural Head Draftsman			
39	Head Draftsman			
40	Architectural Draftsman ..	Rs. 175—300	.. Rs. 300—8—340—10— 440—12—500.	
41	Superintendent, Electrical and Mechanical; Overseer, Electrical.			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
42	Overseer (Civil)	Rs. 175—300	Rs. 300—8—340—10—440—12—500.	Selection grade of Rs. 400—20—600 for 10 per cent of permanent posts.
43	Overseer (Mechanical)			
44	Surveyor			These posts have now been converted into that of Overseer.
45	Draftsman	(i) Rs. 160—280 (Qualified). (ii) Rs. 120—220 (For I.T.I. Pass). (iii) Rs. 100—160 (Unqualified).	Rs. 280—8—320—9—410—10—450. Rs. 200—5—250—6—280—8—320.	For qualified. For Un-qualified.
46	Junior Assistant Chemist ..	Rs. 140—280 ..		
47	Assistant Foreman ..	Rs. 120—220 ..		
48	Cameraman ..	Rs. 120—220 ..	Rs. 230—6—290—8—330—10—380.	
49	Electrical Supervisor	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
50	Laboratory Assistant			
51	Technical Assistant ..	Rs. 100—180 ..	Rs. 230—6—290—8—330—10—380.	
52	Roller Foreman ..	Rs. 100—180 ..	Rs. 200—5—250—6—280—8—320.	
53	Unit Manager	Rs. 100—160	Rs. 200—5—250—6—280—8—320.	
54	Work Supervisor			
55	Ghat Daroga	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
56	Electrician			
57	Tracer			
58	Truck Driver			
59	Wireman Electrical			
60	Amin/Surveyor ..	Rs. 75—115	Rs. 185—3—215—4—235—6—265.	
61	Mechanic	Rs. 80—140		
62	Tractor/Tanker Driver ..	Rs. 80—140		
63	Telephone Attendant ..	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
64	Roller Driver	Rs. 75—115	Rs. 185—3—215—4—235—6—265.	
65	Jeep Driver, Mixer Driver, Fitter, Turner, Time-Keeper Mechanic (Unqualified).	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
66	Electrician (including Wireman) Pump Driver Work-mistry, Black Smith, Mason Carpenter, Compressor Operator.	Rs. 65—90	Rs. 170—2—190—3—205—4—225.	
67	Blue Printer, Operator (Medium size machine) Pattern maker, Painter, and Regulator Attendant, Barge Que Driver, Plumber, Daftari, Jamadar, Head Mallah.	Rs. 60—80		
68	Peon Chaukidar, Dak Messenger, Waterman, Sweeper/Liftman/Lift Attendant, Mali, Chainman, Process Server, Barkandaj, Toll Chaukidar, Daffadar, Toll Guard, Lab. Boy, Cleaners (Truck/roller) Fireman, Work-agent or Munshi, Helper/Coolie, Mallah, Gate-keeper Cook, Railway Runner.	Rs. 55—75	Rs. 165—2—185—3—215.	
69	Mate	Rs. 40—60	Rs. 165—2—185—3—215.	With a special pay of Rs. 5 p.m.
70	Beldar	Rs. 30—50	Rs. 165—2—185—3—215	

**(2) GOVERNMENT ESTATES DEPARTMENT OF THE UTTAR PRADESH SECRETARIAT IN THE PUBLIC WORKS SECRETARY'S BRANCH**

1	Care-taker, exclusive of the post of the Care-taker of the Secretariat.	Rs. 200—400	Rs. 350—15—500—E.B.—20—600—E.B.—25—700.	
2	Assistant Care-taker	Rs. 120—220	Rs. 250—7—285—E.B.—9—375—E.B.—10—425.	
3	Enquiry Clerk-cum-Receptionist.	Rs. 100—180	Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
4	Motor Mechanic	Rs. 120—220	Rs. 230—6—290—E.B.—8—330—E.B.—10—380.	Qualification be prescribed.
5	Electric Supervisor	Rs. 120—220	Rs. 230—6—290—E.B.—8—330—E.B.—10—380.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
6	Driver	Rs.80—140	Rs.175—3—205—E.B. —4—225—E.B.—5—250	plus a spl. pay of Rs. 30 for drivers posted at U. P. Niwas, New Delhi and those posted to drive cars allotted to the Ministers, and that of Rs.20 for others of the Estate Department.

7 Messenger and Telephone Attendant. Rs.55—75 Rs.165—2—185—E.B.  
—3—215.

8 Electrician and Plumber .. Rs.65—90 Rs.170—2—190—E.B.  
—3—205—E.B.—4—225.

#### STAFF OF THE VIDHAYAK NIWAS, LUCKNOW

9 Carpenter	Rs.65—90	}	Rs.170—2—190—E.B. —3—205—E.B.—4—225.
10 Head Mali	Rs.60—80		
11 Telephone Attendant, Peon, Bhisti, Farrash, Jamadar, Chaukidar, Waterman, Mali, (Labour) Liftman, Cycle-Chaukidar, Farrash and Chaukidar, Room Bearer, Fireguard.	Rs.55—75		Rs.165—2—185—E.B. —3—215.

#### OFFICER'S REST HOUSE, LUCKNOW

12 Cook	Rs.60—80	Rs.170—2—190—E.B. —3—205—E.B.—4—225.
13 Bearer, Farrash Chaukidar, Jamadar.	Rs.55—75	Rs.165—2—185—E.B. —3—215.

#### STATE GUEST HOUSE, LUCKNOW

14 Cook	Rs.60—80	Rs.170—2—190—E.B. —205—E.B.—4—225.
15 Bearer and Farrash, Chaukidar, Jamadar, Bearer and Telephone Attendant.	Rs.55—75	Rs.165—2—185—E.B. —3—215.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
U. P. NIWAS, NEW DELHI				
16	Cook	Rs.60—80	Rs.170—2—190—E.B. —3—205—E.B.—4— 225.	
17	Bearer and Farrash, Chaukidar, Jamadar.	Rs.55—75	Rs.165—2—185—E.B. —3—215.	
NAINI TAL CLUB, NAINI TAL				
18	Cook	Rs.60—80	Rs.170—2—190—E.B. —3—205—E.B.—4— 225.	
19	Fireman, Chaukidar, Room-peon, Mali, Jamadar, Bearer, Masalchi.	Rs.55—75	Rs.165—2—185—E.B. —3—215.	



सत्यमेव जयते

## 24. IRRIGATION DEPARTMENT

### CHIEF ENGINEER, IRRIGATION DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
1	Engineer-in-Chief ..	Rs.2,500—2,750 ..	..	The scale which is personal to the existing incumbent will continue.
2	Chief Engineer (post in abeyance).	Rs.2,000—2,250 ..	Rs.2,250—100—2,750.	
3	Additional Chief Engineer ..	Rs.1,800—2,000 ..	Rs.1,900—50—1,950—75—2,250.	
4	Director, Tubewell, Lift, Underground Water Survey, Research Institute.	Rs.1,300—1,600 ..	Rs.1,400—50—1,500—60—1,800.	
5	Superintending Engineer ..	Rs.1,300—1,600 .. <i>plus special pay of Rs. 150 p.m. for those who are exclusively engaged in design work.</i>	Rs.1,400—50—1,500—60—1,800.	
6	Chief Accounts Officer ..	Rs.750—1,400 ..	Rs.900—50—1,600	
7	Executive Engineer ..	Rs.600—1,250 ..	Rs.800—50—1,450	
8	Senior Accounts Officer ..	Rs.600—1,250 ..	Rs.800—50—1,450	
9	Liaison Officer ..	Rs.600—1,250 ..	Rs.800—50—1,450	
10	Architect ..	Rs.600—1,250 ..	Rs.800—50—1,450	
11	Labour Welfare Officer, Grade I.	Rs.500—1,200 ..	}	As may be for Labour Welfare Officers in the Labour Department.
12	Labour Welfare Officer, Grade II.	Rs.300—900 ..		
13	Labour Welfare Officer ..	Rs.600—1,250 ..		
14	Senior Specialist ..	Rs.600—1,250 ..	Rs.800—50—1,450	
15	Accounts Officer {	Rs.400—1,000 ..	}	The Officers of the Finance and Accounts Service will carry their own pay scale.
16	(i) Accounts Officer ..	Rs.300—900 ..		
	(ii) Regional Accounts Officer.	Rs.300—900 ..		
17	Assistant Engineer ..	Rs.300—900 ..	Rs.550—30—700—40—900—50—1,200.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
18	Geologist ..	Rs.600—1,250 ..	Rs.800—50—1,450.	
19	Assistant Geologist ..	Rs.300—900	Rs.550—30—700—40 —900—50—1,200.	
20	Assistant Architect ..	Rs.300—900		
21	Landscape Architect ..	Rs.300—900		
22	Junior Specialists ..	Rs.300—900		
23	Sub-Assistant Surgeon ..	Rs.300—900		The Officers of the Medical Department will carry their respective scale of pay.
24	Medical Officer ..	Rs.300—900		
25	Special Land Acquisition Officer.	Rs.300—900 ..		
26	Statistician ..	Rs.300—900		The U.P.C.S. Officers will carry their own scale of pay.
27	Extension Officer ..	Rs.300—900		The Officers of Economics and Statistics Department will carry their own scale of pay.
28	Security Officer ..	Rs.300—900		The Officer of the Agriculture Department will carry his own scale of pay.
29	(i) Accounts Officer, ..	Rs.300—900	Rs.550—30—700—40 —900—50—1,200.	The Officer of the U. P. Police Service will carry his own scale of pay.
	(ii) Assistant Accounts Officer	Rs.250—750 ..	Rs.450—25 650—30 —800—50—950.	
30	Deputy Land Acquisition Officer.	Rs.225—500 ..		The Officers of Revenue Department will carry their own scale of pay.



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
31	Deputy Revenue Officer ..	Rs.225—500	Rs.400—15 475—20 — 575—25—750.	
32	Sahayak Vitta Adhikari ..	Rs.250—750	}	The officers of the Department concerned may carry their scale.
33	Vitta Mantranakar ..	Rs.1,600—1,800		
34	Damkal Kendra Adhikari ..	Rs.225—500		
35	Research Officer ..	Rs.600—1,250	Rs.800—50—1,450	
36	Assistant Research Officer ..	Rs.300—900 with a start of Rs.350.	Rs.550—30—700—40— 900—50—1,200.	
37	Agronomist ..	Rs.600—1,250	}	The officers concerned of the service will carry their own scale of pay.
38	Agriculture Engineer ..	Rs.600—1,250		
39	Soil Physicist ..	Rs.600—1,250		
40	Security Officer ..	Rs.225—500		
41	Lady Medical Officer	Rs.300—900	}	Rs.550—30—700—40— 900—50—1,200.
42	Chemist ..	Rs.300—900		
43	Hydrologist ..	Rs.300—900		
44	Works Manager	Rs.600—1,250	Rs.800—50—1,450	
45	Junlor Works Manager	Rs.300—900 with a start of Rs.350.	}	Rs.550—30—700—40— 900—50—1,200.
46	Personal Assistant (Assistant Engineer).	Rs.300—900 with a start of Rs.350.		
47	Personal Assistant Technical	Rs.600—1,250 with a special pay of Rs.150 p.m.	Rs.800—50—1,450.	
48	Personal Assistant Ministerial	Rs.400—550	Rs.500—25—750	
49	Head Assistant, Chief Engineer's Office.	Rs.350—450	Rs.450—25—700	
50	Sub-section I/c	Rs.160—320	Rs.300—8—340—10— 440—12—500.	
51	Senior Noter and Drafter Chief Engineer's Office.	Rs.140—280	Rs.280—8—320—9—410— 10—450.	
52	Junior Noter and Drafter and Record Keeper in Chief Engineer's Office.	Rs.120—220	Rs.230—6—290—8— 330—10—380.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
53	Routine Grade Clerk Chief Engineer's Office.	Rs.100—180	Rs.200—5—250—6—280—8—320.	
54	Head Assistant Circle Office	Rs.250—325	Rs.400—15—550.	
55	Senior Noter and Drafter (Circle Office).	Rs.120—250	Rs.250—7—285—9—375—10—425.	
56	Junior Noter and Drafter and Record Keeper (Circle Office) and Noter and Drafter (Divisional Office.)	Rs.120—220	Rs.230—6—290—8—330—10—380.	
57	Routine Grade Clerk (S.E.'s E.E.'s Office).	Rs. 100—180	Rs.200—5—250—6—280—8—320.	
58	Head Clerk, Executive Engineer's Office.	Rs.150—260	Rs.280—8—320—9—410—10—450.	
59	Stenographer, Engineer-in-Chief Office.	Rs.160—320	Rs.300—8—340—10—440—12—500.	Selection grade for 10 per cent of permanent posts or 2 posts of Rs. 400—20—500—20—600.
60	Stenographer (Circle Office)	Rs.120—250	Rs.250—7—285—9—375—10—425.	
61	Stenographer (Executive Engineer's Office).	Rs.120—250		
62	Agricultural Inspector	Rs.200—450	Rs.350—15—500—20—600—25—700.	
63	Assistant Agricultural Extension Inspector.	Rs.120—220	Rs.230—6—290—8—330—10—380.	
64	Statistical Assistant	Rs.200—400	Rs.350—15—500—20—600—25—700.	
65	Divisional Accountant	}		The incumbents are reported to be deputed from the office of the Accountant General, U. P. Allahabad. They will carry their own respective scales of pay.
66	Divisional Accountant selection Grade.			
67	S.A.S Superintendent			
68	Cost Accountant			
69	Computer	Rs.180—380	Rs.325—10—375—12—495—16—575.	
70	Overseer/E. and M. Supervisor.	Rs.175—300	Rs.300—8—340—10—440—12—500.	With 10 per cent of permanent posts in selection grade of Rs. 400—20—600.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
71	Graph Artist	Rs.175--300	Rs.300--8--340--10 440--12--500.	
72	Naib Tahsildar	Rs.160--280		The incumbents will carry their own scale of pay.
73	Compiler	Rs.140--280	Rs.280--8--320--9-- 410--10--450.	
74	Draftsman	Rs.160--280 (Qualified) Rs.120--220 (I.T.I. pass) }	Rs.280--8--320--9-- 410--10--450	For qualified hands.
		Rs.100--160 (Un-qualified)	Rs.200--5--250--6-- 280--8--320.	For unqualified hands.
75	Zilcdar	Rs.120--250	Rs.280--8--320--9-- 410--10--450.	
76	Reader-cum-English Clerk	Rs.120--220	Rs.230--6--290--8-- 330--10--380.	
77	Head Constable	Rs.95--140 }		The incumbents of these posts will carry their own scale of pay.
78	Constable/Hawaladar	Rs.60--80 }		
79	Constable	Rs.75--110 }		
80	Ahalmad .. ..	Rs.100--180	Rs.200--5--250--6-- 280--8--320.	
81	Driver .. ..	Rs.80--140 (Heavy vehicle) Rs.75--115 (Light vehicle)	Rs.185--3--215--4-- 235--6--265. Rs.175--3--205--4-- 225--5--250.	
82	Signaller .. ..	Rs.100--160	Rs.200--5--250--6-- 280--8--320.	
83	Senior Accounts Clerk ..	Rs.140--280	Rs.280--8--320--9-- 410--10--450.	
84	Senior Accounts Clerk ..	Rs.120--250	Rs.250--7--285--9-- 375--10--425.	
85	Junior Accounts Clerk ..	Rs.100--180 }		
86	Forester .. ..	Rs.100--180 }	Rs.200--5--250--6-- 280--8--320.	
87	Munshi .. ..	Rs.75--115	Rs.185--3--215--4-- 235--6--265.	
88	Amin .. ..	Rs.80--140	Rs.200--5--250--6-- 280--8--320.	
89	Electric Mistri .. ..	Rs.75--200 (Pre-P.R.C. Scale).	Rs.230--6--290--8-- 330--10--380.	
90	Tracer .. ..	Rs.80--140	Rs.185--3--215--4-- 235--6--265.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
91	Surveyor .. ..	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
92	Store-Keeper/Assistant Store-Keeper.	Rs.100—180	Rs.230—6—290—8— 330—10—380.	
93	Store-Keeper(Workshop) ..	Rs.120—250	Rs.250—7—285—9— 375—10—425.	
94	Assistant Draftsman ..	Rs.80—140	Rs.185—3—215—4— 235—6—265.	
95	Mistri .. ..	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
96	Turbine Mistri ..	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
97	Work Supervisor ..	Rs.80—140	Rs.185—3—215—4— 235—6—265.	
98	Sub-Inspector ..	Rs.175—300 Rs.120—220	..	The incumbent will carry his own scale.
99	Assistant Librarian ..	Rs.140—280	Rs.280—8—320—9— 410—10—450.	
100	Care-Taker ..	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
101	Plate Layer Helper ..	Rs.30—40 (Pre-P.R.C. scale)	Rs.165—2—185—3— 215.	
102	Plate Layer ..	Rs.60—100 (Pre-P.R.C. scale)	Rs.175—3—205—4— 225—5—250.	
103	Store Munshi ..	Rs.75—115	Rs.185—3—215—4— 235—6—265.	
104	Head Munshi ..	Rs.80—140	Rs.200—5—250—6— 280—8—320.	
105	Research Supervisor ..	Rs.200—450	Rs.350—15—500—20— 600—25—700.	
106	Scientific Assistant ..	Rs.140—280	Rs.280—8—320—9— 410—10—450.	
107	Model Assistant ..	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
108	Lab. Technician	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
109	Photo Artist ..			
110	Lab. Assistant ..	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
111	Compounder ..	Rs.120—220 (Qualified) Rs.80—140 (Unqualified)	Rs.230—6—290—8— 330—10—380. Rs.185—3—215—4— 235—6—265.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
112	Staff Nurse ..	Rs.150—260	..	The incumbent will carry her own scale.
113	Head Mechanic ..	Rs.175—300	.. Rs.300—8—340—10—440—12—500.	
114	Mechanic ..	Rs.80—140	.. Rs.185—3—215—4—235—6—265.	
115	Foreman ..	Rs.225—500	.. Rs.400—15—475—20—575—25—750.	
116	Librarian ..	Rs.150—350	.. Rs.300—10—350—12—470—16—550.	
117	Guide ..	Rs.100—180	Rs.200—5—250—6—280—8—320.	
118	Fireman ..	Rs.60—80	..	The incumbent will carry his own scale of pay.
119	Head Fireman ..	Rs.60—90		
120	Telephone Operator ..	Rs.100—180	.. Rs.200—5—250—6—280—8—320.	
121	Plumber-cum-Mason ..	Rs.75—115	.. Rs.175—3—205—4—225—5—250.	
122	Midwife ..	Rs.80—140	Rs.185—3—215—4—235—6—265.	
123	Lima Drug Line operator.	Rs.80—120 (Pre P.R.C. scale)		
124	Drug Line Helper ..	Rs. 32—37 (Pre P.R.C. scale)	.. Rs.165—2—185—3—215.	
125	Assistant Foreman ..	Rs.175—300	Rs.300—8—340—10—440—12—500.	
126	Assistant Stores Superintendent	Rs.120—220		
127	Pattern Maker ..	Rs.175—300		
128	Senior Electrician ..	Rs.175—300		
129	Time Keeper ..	Rs.80—140	.. Rs.185—3—215—4—235—6—265.	
130	Technician ..	Rs.100—160	.. Rs.200—5—250—6—280—8—320.	
131	Carpenter ..	Rs.65—90	.. Rs.170—2—190—3—205—4—225.	
132	Driller ..	Rs. 75—115	.. Rs. 175—3—205—4—225—5—250.	
133	Wireman ..	Rs. 65—90	.. Rs. 170—2—190—3—205—4—225.	
134	Turner ..	Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
135	Welder	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
136	Fitter			
137	Painter	Rs. 65—90	Rs. 170—2—190—3— 205—4—225.	
138	Head Driller	Rs. 180—380	Rs. 325—10—375—12— 495—16—575.	
139	Shift Driller	Rs. 175—300	Rs. 300—8—340—10— 440—12—500.	
140	Development Incharge			
141	Over Pumping Operator	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
142	Compressor Driver			
143	Tractor Driver			
144	Assistant Driller			
145	Rewinder	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
146	Rig Mistry	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
147	Armature Winder	Rs. 65—90	Rs. 170—2—190—3— 205—4—225.	
148	Foreman Driller	Rs. 200—450.	Rs. 350—15—500—20— 600—25—700.	
149	Chargeman	Rs. 175—300	Rs. 300—8—340—10— 440—12—500.	
150	Assistant Mechanic	Rs. 75—120 (Pre-P.R.C. scale)	Rs. 185—3—215—4— 235—6—265.	
151	Assistant Driver	Rs. 65—90	Rs. 170—2—190—3— 205—4—225.	
152	Assistant Accountant	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
153	Section Mistri.	Rs. 100—160	Rs. 200—5—250—6— 280—8—320.	
154	Store Superintendent	Rs. 180—380	Rs. 325—10—375—12— 495—16—575.	
155	Garden Supervisor	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
156	Roznamcha Navis	Rs. 60—80	Rs. 170—2—190—3— 205—4—225.	
157	Calculator	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
158	Azo and State File Machine Operator.	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
159	Head Architectural Draftsman.	Rs. 180—380	Rs. 325—10—375—12— 495—16—575.	
160	Architectural Draftsman ..	Rs. 175—300	Rs. 300—8—340—10— 440—12—500.	
161	Modeller ..	Rs. 150—260	Rs. 280—8—320—9— 410—10—450.	
162	Switch Board Operator ..	Rs. 50—90 (Pre-P.R.C. scale)	Rs. 175—3—205—4— 225—5—250.	
163	Dredger Operator ..	Rs. 50—90/30—45 (Pre-P.R.C. scale).	Rs. 185—3—215—4— 235—6—265.	
164	Head Mistri ..	Rs. 175—300 }	Rs. 300—8—340—10— 440—12—500.	
165	Generator Operator ..	Rs. 65—90 }	Rs. 170—2—190—3— 205—4—225.	
166	Mechanical Draftsman ..	Rs. 180—380	Rs. 325—10—375—12— 495—16—575.	
167	Tool Room Mechanic	Rs. 150—260	Rs. 280—8—320—9— 410—10—450.	
168	Library Supervisor ..	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
169	Workshop Supervisor-cum-Store-keeper.	Rs. 200—450 }	Rs. 350—15—500—20— 600—25—700.	
170	Tinsmith ..	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
171	Cashier ..	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
172	Pump Attendant ..	Rs. 65—90	Rs. 170—2—190—3— 205—4—225.	
173	Observer ..	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
174	Assistant Observer ..	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
175	Rainy Season Beldar ..	{ (i) Rs. 55—75 .. (ii) Rs. 75—115 ..	Rs. 165—2—185—3— 215. Rs. 175—3—205—4— 225—5—250.	
176	Muhafiz Daftar ..	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
177	Hydro Observer ..	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
178	Line Inspector ..	Rs. 175—300	Rs. 300—8—340—10— 440—12—500.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
179	Workshop Mistry	.. Rs. 100—160	.. Rs. 200—5—250—6—280—8—320.	
180	Filter House Operator	.. Rs. 65—90	.. Rs. 170—2—190—3—205—4—225.	
181	X-ray Technician	.. Rs. 120—220	.. Rs. 250—7—285—9—375—10—425.	As in Medical Department. This scale would be admissible to qualified and trained hands.
182	Watch and Ward Supervisor.	.. Rs. 120—250	.. Rs. 250—7—285—9—375—10—425.	
183	Head Cashier	.. Rs. 250—325	.. Rs. 400—15—475—15—550.	
184	Receptionist	.. Rs. 100—180	} Rs. 200—5—250—6—280—8—320.	
185	Gate-Clerk	.. Rs. 100—180		
186	Electrician	.. Rs. 100—180		
187	Mason	.. Rs. 65—90	.. Rs. 170—2—190—3—205—4—225.	
188	Cashier	.. Rs. 100—180	} .. Rs. 200—5—250—6—280—8—320.	
189	Fasli Amin	.. Rs. 80—140		
190	Senior Agriculture Extension Inspector.	.. Rs. 200—450	.. Rs. 350—15—500—20—600—25—700.	
191	Head Radio Operator	Rs.120—250	Rs.250—7—285—9—375—10—425.	As in Police Department.
192	Accounts Clerk	Rs.120—220	Rs.230—6—290—8—330—10—380.	
193	Driver	Rs.100—160	Rs.175—3—205—4—225—5—250.	
194	Leading Fireman	Rs.65—90	Rs.170—2—190—3—205—4—225.	
195	Ambulance Driver	Rs.80—140	Rs.185—3—215—4—235—6—265.	
196	Tindail	Rs.75—115	Rs.175—3—205—4—225—5—250.	
197	Pump Operator	Rs.65—90	Rs.170—2—190—3—205—4—225.	
198	Male Nurse	Rs.80—140		As for the post in the Medical Department.



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
199	Sub-Inspector Police, IIIrd Grade.	Rs.150—260		The incumbent will carry his own scale of pay.
200	Legal Assistant	Rs.160—320	Rs.300—8—340—10—440—12—500.	
201	Lineman	Rs.65—90	Rs.170—2—190—3—205—4—225.	
202	Sanitary Inspector	Rs.120—220	Rs.280—8—320—9—410—10—450.	
203	Foundry Man	Rs.75—115	Rs.175—3—205—4—225—5—250.	
204	Mistri Driver	Rs.50—90 (Pre-P.R.C. scale)	Rs.170—2—190—3—205—4—225.	
205	Steno to Public Relations Officer.	Rs.190 fixed (Not revised by P.R.C.)	Rs.250 fixed.	
206	Work Supervisor	Rs.75—115	Rs.175—3—205—4—225—5—250.	
207	Electrician	Rs.65—90	Rs.170—2—190—3—205—4—225.	
208	Discharge Observer	Rs.60—110 (Pre-P.R.C. scale)	Rs.175—3—205—4—225—5—250.	
209	Electric Pump Operator	Rs.65—90	Rs.170—2—190—3—205—4—225.	
210	Photographer	Rs.120—220	Rs.230—6—290—8—330—10—380.	
211	Nurse	Rs.150—260 Rs.80—140.		As may be for Nurse in the Medical Department.
212	Electrician	Rs.50—90 (Pre-P.R.C. scale)	Rs.170—2—190—3—205—4—225.	
213	Water Pump Operator	Rs.65—90		
214	Water Supply Operator	Rs.80—140	Rs.185—3—215—4—235—6—265.	
215	Rig Mechanic	Rs.75—120 (Pre-PRC scale)		
216	Fitter	Rs.75—115	Rs.175—3—205—4—225—5—250.	
217	Greese Man	Rs.60—80	Rs.170—2—190—3—205—4—225.	
218	Additional Divisional Accountant.	Rs.180—440		The incumbents are deputed by the Accountant General, U. P. They will carry their own scale of pay.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
219	Health Visitor	Rs.100—180		The incumbent will carry the pay scale of his parent Department.
220	Turner	Rs.75—115	Rs.175—3—205—4 225—5—250.	
221	Fitter-cum-Pump Operator	Rs.65—90	Rs.170—2—190—3— 205—4—225.	
222	Gate Sergeant	Rs.60—100 (Pre-P.R.C. scale)	Rs.175—3—205—4— 225—5—250.	
223	Waterworks Attendant	Rs.65—90	Rs.170—2—190—3— 205—4—225.	
224	Head Time-Keeper	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
225	Senior Mechanical/Draftsman	Rs.225—500	Rs.400—15—475—20— 575—25—750.	
226	Welfare Officer	Rs.200—400		As may be in the Labour Department.
227	Assistant Accountant	Rs.80—140 (Pre-P.R.C. scale)	Rs.200—5—250—6— 280—8—320.	
228	Motor Mechanic	Rs.80—140	Rs.185—3—215—4 235—6—265.	
229	Inspection Launch Driver	Rs.150—250 (Pre-P.R.C. scale)	Rs.280—8—320—9— 410—10—450.	
230	Plumber	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
231	Painter			
232	Guniting Machine operator.	Rs.80—140		Not revised as the post is reported to be in abeyance and the duties of the post are not clear.
233	Meter Reader	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
234	Revenue Munshi	Rs.75—115	Rs.185—3—215—4 235—6—265.	
235	Naib Munshi			
236	Moharrir Zileदार			
237	Dredger Driver	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
238	Switch Board Attendant	Rs.65—90	Rs.170—2—190—3— 205—4—225.	
239	Gate Mechanic	Rs.50—90 (Pre-P.R.C. scale)		The qualification required for the posts is not clear. The posts are reported to be in abeyance. Hence no revision is suggested.
240	Helper Gate Mechanic	Rs.80—140		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
241	Garden Superintendent	Rs.175-300	Rs.300-8-340-10-440-12-500.	If qualification is B.sc. (Ag.) otherwise Rs. 280-450.
242	Barrage Tool Collector	Rs.75-115		Left out as the post is reported to be in abeyance.
243	Mechanic	Rs.120-250 (Pre-P.R.C. scale)	Rs.250-7-285-9-375-10-425.	
244	Laboratory Assistant	Rs.75-120 (Pre-P.R.C. scale)	Rs.175-3-205-4-225-5-250.	
245	Cook	Rs.60 fixed.	Rs.170 fixed.	
246	Assistant Mechanic	Rs.75-115	Rs.175-3-205-4-225-5-250.	
247	Garden Overseer	Rs.175-300	Rs.300-8-340-10-440-12-500.	
248	Crane Operator	Rs.120-220	Rs.230-6-290-8-330-10-380.	
249	Mechanic Fitter	Rs.140-280	Rs.280-8-320-9-410-10-450.	
250	Assistant Supervisor			
251	Electrician and Operator			
252	Accounts Supervisor	Rs.100-180	Rs.200-5-250-6-280-8-320.	
253	Mechanic	Rs.65-90	Rs.170-2-190-3-205-4-225.	
254	Carpenter			
255	Leading Fireman			
256	Unit Munshi	Rs.75-115	Rs.175-3-205-4-225-5-250.	
257	Engine Driver	Rs.80-140	Rs.185-3-215-4-235-6-265.	
258	Blacksmith	Rs.75-115 Rs.65-90	Rs.170-2-190-3-205-4-225.	
259	Carpenter-cum-Fitter-cum-Painter.	Rs.75-115	Rs.175-3-205-4-225-5-250.	
260	Welder	Rs.65-90	Rs.170-2-190-3-205-4-225.	
261	Turbine Driver	Rs.75-115	Rs.175-3-205-4-225-5-250.	
262	Pump Driver	Rs.65-90	Rs.170-3-190-3-205-4-225.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
263	Pump Driver	Rs.27—32/45—100 (Pre-P.R.C. scale).	Rs.170—2—190—3— 205—4—225.	
264	Hammer Man	Rs.60—75 (Pre-P.R.C. scale).	Rs.170—2—190—3— 205—4—225.	
265	Accounts Clerk ..	Rs.100—150 (Pre-P.R.C. scale).	Rs.200—5—250—6— 280—8—320.	
266	Ministerial Head Store-Keeper.	Rs.150—200 (Pre-P.R.C. scale).	Rs.250—7—285—9— 375—10—425.	
267	Senior Clerk-cum-Cashier ..	Rs.80—130 (Pre-P.R.C. scale).	Rs.200—5—250—6— 280—8—320.	
268	Store Munshi ..	Rs.25—35 (Pre-P.R.C. scale).	Rs.185—3—215—4— 235—6—265.	
269	Cook (Hospital) ..	Rs.22—27 (Pre-P.R.C. scale).	Rs.165—2—185—3— 215.	
270	Librarian ..	Rs.75—200 Rs.120—250 (Pre-P.R.C. scale).	Rs.250—7—285—9— 375—10—425.	
271	Welder ..	Rs.100—150 (Pre-P.R.C. scale).	Rs.200—5—250—6— 280—8—320.	
272	Senior Accounts Clerk	Rs.100—150 (Pre-P.R.C. scale).	Rs.230—6—290—8— 330—10—380.	
273	Photo Artist ..	Rs.120—250 (Pre-P.R.C. scale).	Rs.250—7—285—9— 375—10—425.	
274	Borer ..	Rs.75—120 (Pre-P.R.C. scale).	Rs.175—3—205—4— 225—5—250.	
275	Telephone Munshi ..	Rs.65—90	Rs. 170—2—190—3— 205—4—225.	
276	Patrol ..	Rs.60—80	Rs. 175—3—205—4— 225—5—250.	With a selection grade of Rs. 185—3—215—4—235—6—265 for 10 per cent of permanent posts.
277	Tube-well Operator ..	Rs.65—90		
278	Bundle Lifter, Duplicator, Jamadar, Daftari, Dak Man, Head Watch Man, Gauge Reader, Ferrow boy-cum-Daftari, Head Mali, Pump Oil Man, Greese-man, Armed Guard, Security Guard.	Rs.60—80	Rs. 170—2—190—3— 205—4—225.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
279	Anti-Malaria Jamadar, Chainman, Peon, Khalasi, Runner, Waterman, Chaukidar, Sweeper, Belder, Ferrow Boy, Waterman-cum-Mali, Boatman Mate, Truck Cleaner, Mahawat, Chara Cutter, Carpenter, Watch and Ward, Barkandaz, Tindail, Plantation Beldar.	Rs.55—75	Rs. 165—2—185—3—215.	
280	Barrage Attendant ..	Rs.60—80	Rs. 170—2—190—3—205—4—225.	
281	Sanitary Gangman, Cook, Bearer, Anti Malaria Squad, Ward Boy, Store Attendant, Ward Woman, Treasury Dafedar, Gate Keeper, Store Server, Hammer Man, Mali, Helper, Bhisti, Telegraph/Telephone peons, Trolly Wala, Mali-cum-Chaukidar, Rider, Waterman-cum-Chaukidar, Flit man, Coolie Abpashi.	Rs.55—75	Rs.165—2—185—3—215.	
282	Forest Guard ..	Rs. 60—80	Rs.170—2—190—3—205—4—225.	
283	Attendant, Chaukidar-cum-Kahar, Telephone Attendant, Laboratory Boy, Skin Man, Oil Man, Nursing Orderly, Regulation Beldar, Sanitary Jamadar, Petrol man, Watchman, Azo Mate, Ward Aya, Dhobi, Farrash, D.D. T. Gangman, Chaukidar-cum-Sweeper, Masalchi, Assistant Tindail, Ambulance Attendant, Laboratory Attendant, Caretaker, Ward Boy, Library Attendant.	Rs.55—75 नयन	Rs.165—2—185—3—215.	
284	Water Boy .. ..	Not revised by P.R.C.	Rs. 165 fixed	If a whole-time employee.
285	Sweeper Part-time ..	Not revised by P.R.C.		Not in purview of Commission, being part-time.
286	Mali Plantation, Chaukidar-cum-Rasoiya, Chaukidar-cum-Mali, Discharge Khalasi, Barrier Chaukidar, Peon-cum-Chaukidar, Shift Khalasi, Bearer, Sarnai wala, Ward Servant, Gang Beldar, Carpenter Beldar, Kahar, Dressing Orderly.	Rs.55—75	Rs. 165—2—185—3—215.	

**25. IRRIGATION AND PUBLIC WORKS DEPARTMENTS  
TECHNICAL AUDIT CELL**

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
1	Chief Technical Examiner ..	Rs.1,300—1,600 <i>plus</i> special pay of Rs.150 p.m.	Rs. 1,400—50—1,500—60—1,800.	<i>Plus</i> existing special pay.
2	Technical Examiner ..	Rs. 600—1,250 <i>plus</i> a special pay of Rs. 100 p. m.	Rs. 800—50—1,450	<i>Plus</i> existing special pay.
3	Assistant Technical Examiner	Rs.300—900 with starting salary of Rs.350 and a special pay of Rs.75.	Rs.550—30—700—40—900—50—1,200.	<i>Plus</i> existing special pay.
4	Section Incharge ..	Rs.250—325 ..	Rs.450—25—700	
5	Upper Division Clerk ..	Rs.120—250 ..	Rs.280—8—320—9—410—10—450.	
6	Stenographer ..	Rs.120—250	(i) Rs.300—8—340—10—440—12—500.  (ii) 250—7—285—9—375—10—425.	For two Stenographers of Chief Technical Examiners. For Stenographers attached to other officers.
7	Lower Division Clerk ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
8	Jamadar ..	Rs.60—80	Rs.170—2—190—3—205—4—225.	
9	Peon ..	Rs.55—75	Rs.165—2—185—3—215.	

**26. POWER DEPARTMENT  
ELECTRICAL INSPECTORATE**

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
1	Electrical Inspector to Government.	Rs.1,300—1,600	Rs.1,400—50—1,500— E.B.—60—1,800.	
2	Deputy Electrical Inspector to Government.	Rs.600—1,250	Rs.800—50—1,050— E.B.—50—1,300—E.B.— 50—1,450.	
3	Assistant Electrical Inspector to Government.	Rs.300—900 with a start of Rs.350.	Rs.550—30—700—E.B.—40— 900—E.B.—50—1,200.	
4	Audit officer ..	Rs.300—900	Rs.550—30—700— E.B.—40—900—E.B.— 50—1,200.	
5	Senior Auditor ..	Rs.200—450	Rs.350—15—500—E.B.— 20—600—E.B.—25— 700.	
6	Assistant Auditor ..	Rs.160—280	Rs.280—8—320—E.B.— 9—410—E.B.—10— 450.	
7	Electrical Supervisor ..	Rs.225—500	Rs.400—15—475—E.B.— 20—575—E.B.—25— 750.	
8	Electrical Overseer ..	Rs.175—300	Rs.300—8—340—E.B.— 10—440—E.B.—12— 500.	
9	Head Clerk ..	Rs.150—260	Rs.300—8—340—E.B.— 10—440—E.B.—12— 500.	The post needs to be re-designated as Assistant Superintendent.
10	Accountant ..	Rs.120—220	Rs.250—7—285—E.B.— 9—375—E.B.—10— 425.	
11	Senior Clerk ..	Rs.120—220	Rs.230—6—290—E.B.— 8—330—E.B.—10— 380.	
12	Stenographer ..	Rs.120—250	Rs.250—7—285—E.B.— 9—375—E.B.—10— 425.	Government may sanction one post in the scale of Rs. 300—8—340 E.B.—10—440—E.B.—12—500.
13	Accounts Clerk-cum-Typist	Rs.100—180	Rs.200—5—250—E.B.— 6—280—E.B.—8— 320.	

Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
14	Junior Clerk .. ..	Rs.100—180	.. Rs.200—5—250—E.B.— 6—280—E.B.—8— 320.	
15	Draftsman (unqualified) ..	Rs.85—200 (old scale).	Rs.200—5—250—E.B.— 6—280—E.B.—8—320.	Unqualified draftsman.
16	Daftari .. ..	Rs.60—80	.. Rs.170—2—190—E.B.— 3—205—E.B.—4— 225.	
17	Peon, Orderly, Chaukidar, Sweeper, Mali, Mate, Peon cum-Mate, Chaukidar-cum- Sweeper.	Rs.55—1—75	Rs.165—2—185—E.B.— 3—215.	



सत्यमेव जयते



## 27. LOCAL SELF-GOVERNMENT AND HOUSING DEPARTMENTS

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) CHIEF ENGINEER, L.S.G.E.D.				
1	Chief Engineer ..	Rs.2,000—2,250	Rs.2,200—100—2,500	
2	Additional Chief Engineer	Rs.1,800—2,000	Rs.1,900—50—1,950—75—2,250.	
3	Superintending Engineer (Civil)	Rs.1,300—1,600..	Rs.1,400—50—1,500—60—1,800.	
4	Superintending Engineer (Electrical and Mechanical).			
5	Executive Engineer (Civil)	Rs.600—1,250	Rs.800—50—1,450	
6	Executive Engineer (Electrical and Mechanical.)			
7	Deputy Director of Agriculture (Sewage Farm).			
				(1) If the post is not filled by an officer of the Agriculture Department then Rs.650—1,300.
				(2) If an officer of the Agriculture Department of the requisite seniority/merit is appointed to this post, then the scale recommended for the Deputy Directors in the Agriculture Department may be allowed for this post.
8	Senior Accounts Officer ..	Rs.600—1,250	Rs.800—50—1,450	
9	Assistant Engineer (Civil) ..	Rs.300—900 for degrees holders, start of Rs.350.	Rs.550—30—700—40—900—50—1,200.	
10	Assistant Engineer (Electrical and Mechanical).			
11	Accounts Officer ..	Rs.300—900	Rs.500—30—700—40—900—50—1,200.	As for Accounts Officer of Finance and Accounts Service.
12	Assistant Accounts Officer	Rs.250—750	Rs.450—25—650—30—800—50—950.	
13	Head Assistant (Headquarter's Office).	Rs.350—450	Rs.450—25—575—25—700.	
14	Divisional Accountant ..	Rs.180—440		The incumbent is deputed by the Accountant General and therefore, no scale is proposed.



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
15	Computer .. .. .	Rs.180—380	Rs.325—10—375—12—495—16—575.	
16	Head Assistant (Circle Office)	Rs.250—325	Rs.400—15—475—15—550.	
17	Head Clerk, Headquarters Office	Rs.160—320	Rs.300—8—340—10—440—12—500.	For one post of Stenographer attached to the Chief Engineer. Rs.400—20—500—20—600.
18	Stenographer(Headquarters Office).			
19	Overseer (Civil)	Rs.175—300	Rs.300—8—340—10—440—12—500.	With Selection Grade of Rs.400—20—600 for 10 per cent permanent posts.
20	Overseer (Electrical and Mechanical.			
21	Draftsman .. .. .	Rs.160—280 (fully qualified)	Rs.280—8—320—9—410—10—450.	For qualified.
		Rs.120—220 (I.T.I. pass)		
		Rs.100—160 (Unqualified)	Rs.200—5—250—6—280—8—320.	For unqualified.
22	Foreman .. .. .	Rs.160—280	Rs.280—8—320—9—410—10—450.	
23	Senior Noter and Drafter (Headquarters Office).	Rs.140—280		
24	Chemist .. .. .	Rs.160—280		
25	Head Clerk (Divisional Office)	Rs.150—260	Rs.250—7—285—9—375—10—425.	
26	Senior Auditor .. .. .	Rs.120—250		
27	Senior Noter and Drafter (Circle Office).	Rs.120—250		
28	Stenographer (Circle Office)	Rs.120—250		
29	Stenographer (Divisional Office).	Rs.120—250		
30	Junior Auditor .. .. .	Rs.120—220	Rs.230—6—290—8—330—10—380.	
31	Junior Noter and Drafter (Headquarters Office).	Rs.120—220		
32	Record Keeper (Headquarters Office).	Rs.120—220		
33	Junior Noter and Drafter (Circle Office).	Rs.120—220		
34	Noter and Drafter (Divisional Office).	Rs.120—220		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
35	Routine Clerk (Headquarters Office).	Rs.100—180	Rs.200—5—250—6—280—8—320.	
36	Routine Grade Clerk (Circle Office).			
37	Routine Grade Clerk (Divisional Office).			
38	Store Keeper (Divisional Office).			
39	Additional Store Keeper (Divisional Office).			
40	Pipeline Mistri ..	Rs.100—160	Rs.200—5—250—6—280—8—320.	
41	Truck Driver ..	Rs.80—140	Rs.185—3—215—4—235—6—265.	
42	Jeep Driver ..	Rs.75—115	Rs.175—3—205—4—225—5—250.	
43	Fitter Attendant	Rs.65—90	Rs.170—2—190—3—205—4—225.	
44	Head Mechanic			
45	Junior Electrician			
46	Central Pressure Tank Attendant.			
47	Daftari/Jamadar ..	Rs.60—80	Rs.170—2—190—3—205—4—225.	
48	Peon, Orderly Peon, Chaukidar, Water Boy, Helper Attendant, Laboratory Boy, Beldar.	Rs.55—75	Rs.165—2—185—3—215.	
49	Cleaner			

## (2) CHIEF TOWN AND COUNTRY PLANNER

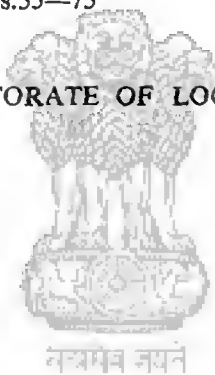
1	Chief Town and Country Planner.	Rs.1,800—2,000	Rs.1,900—50—1,950—75—2,250.
2	Senior Town Planner ..	Rs.1,300—1,600	Rs.1,400—50—1,500—60—1,800.
3	Senior Architect	Rs.600—1,250	Rs.800—50—1,450
4	Architect Planner		
5	Town Planner ..		
6	Executive Engineer Technical		
7	Executive Engineer (Physical Survey Division)		
8	Associate Planner		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
9	Assistant Town Planner	Rs.300—900 With a start of Rs.350.	Rs.550—30—700—40— 900—50—1,200.	
10	Assistant Architect			
11	Assistant Engineer (Technical)			
12	Assistant Planner			
13	Personal Assistant (Technical) to Town and Country Planner.	Rs.300—900	Rs.550—30—700—40— 900—50—1,200.	
14	Assistant Planner			
15	Statistical Officer			
16	Assistant Engineer, Physical Survey Division.			
17	Assistant Sociologist ..	Rs.250—750 ..	Rs.450—25—650—30— 800—50—950.	
18	Head Assistant ..	Rs.350—450 ..	450—25—575—25— 700.	
19	Statistical Assistant ..	Rs.200—400 ..	Rs.350—15—500—20— 600—25—700.	
20	Computer ..	Rs.180—380 ..	Rs.325—10—375—12— 495—16—575.	
21	Head Draftsman ..			
22	Architectural-cum-Planning Assistant.	Rs.175—300	Rs.350—15—500—20— 600—25—700.	
23	Photographer ..	Rs.200—300 ..	Rs.350—15—500	For present incumbent.
		Personal to present incumbent. Rs.120—220 For new entrants.	Rs.230—6—290—8— 330—10—380.	For future.
24	Overseer ..	Rs.175—300 ..	Rs.300—8—340—10— 440—12—500.	
25	Qualified Draftsman I.T.I. Pass.	Rs.160—280	Rs.280—8—320—9— 410—10—450.	For qualified hands.
26	Head Clerk	Rs.120—200		
27	Head Clerk-cum-Accountant	Rs.150—260	Rs.280—8—320—9— 410—10—450.	
28	Stenographer ..	Rs.120—250	Rs.250—7—285—9— 375—10—425.	
29	Senior Clerk	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
30	Accountant			
31	Electrician ..	Rs.120—220 ..	Rs.230—6—290—8— 330—10—380.	Should have I.T.I., High school and a certificate in Electrician's trade.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
32	Junior Clerk	Rs.100—180	Rs.200—5—250—6—280—8—320.	
33	Typist			
34	Rota Printing Assistant			
35	Unqualified Draftsman	Rs.100—160	Rs.200—5—250—6—280—8—320.	
36	Tracer	Rs.80—140	Rs.185—3—215—4—235—6—265.	
37	Dark Room Assistant			
38	Blue Printer			
39	Driver	Rs.75—115	Rs.175—3—205—4—225—5—250.	
40	Daftari/Blue Printer	Rs.60—80	Rs.170—2—190—3—205—4—225.	
41	Peon/Chowkidar/Mali/Sweeper.	Rs.55—75	Rs.165—2—185—3—215.	

## (3) DIRECTORATE OF LOCAL BODIES

1. Director, Local Bodies-cum-Secretary to Government Local Self-Government, Department.
2. Deputy Director, Local Bodies-cum-Deputy Secretary to Government Local Self Government, Department.



Not to be revised as these officers belong to the I.A.S. Cadre.

3. Personal Assistant to Director (Gazetted).

(i) The present incumbent on deputation may carry his own scale of pay.

(ii) No revision of the pay scale is possible in the absence of suitable qualification and method and source of recruitment.

4. Upper Division Assistant and Accountant. Rs. 120—250 .. Rs. 250—7—285—E B—9—375—EB—10—425.
5. Lower Division Assistant. Rs. 100—4—120—5—180. Rs. 200—5—250 EB—6—280—EB—8—320.
6. Accounts Clerk.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
7	Office Peon	Rs. 55—1—75	Rs. 165—3—185—E.B.—3—215.	
8	Chaukidar-cum-Farrash			

## (4) REGULATED AREAS IN UTTAR PRADESH

1	Prescribed Authority	.. Rs. 300—25—400—30—700—50—900.		The U. P. C. (E) S. Officer will carry his own scale of pay.
2	Assistant Engineer	.. Rs. 300—25—400—30—700—50—900.		Engineers of the Public Works Department will carry their own scale of pay.
3	Overseer	.. Rs. 175—7—210—10—300.	Rs. 300—8—340—E.B.—10—440 E.B.—12—500.	
4	Surveyor-cum-Overseer.	.. Rs. 175—7—210—10—300.	Rs. 300—8—340—E.B.—10—440—E.B.—12—500.	
5	Steno-typist	.. Rs. 120—6—180—10—250.	Rs. 250—7—285—E.B.—9—375—E.B.—10—425.	
6	Head Clerk	.. Rs. 150—260	.. Rs. 280—8—320—E.B.—9—410—E.B.—10—450.	
7	Senior Clerk	Rs. 120—6—180—8—220.	Rs. 230—6—290—E.B.—8—330—E.B.—10—380.	
8	Junior Clerk	Rs. 100—4—120—5—180.	Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
9	Peon	Rs. 55—1—75	.. Rs. 165—2—185—E.B.—3—215.	

## (5) GOVERNMENT NAZUL

1	Nazul Clerk	Rs. 100—180	.. Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
2	Amin	Rs. 100—180	.. Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
3	Mutation Clerk	Rs. 100—180	.. Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	
4	Accountant	Rs. 100—180	.. Rs. 200—5—250—E.B.—6—280—E.B.—8—320.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
5	Mukhtar	.. Rs.100—180	.. Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
6	Ahalmad	.. Rs. 100—180	.. Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
7	Muntazim	.. Rs. 100—180	.. Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
8	Nazul Clerk	.. Rs. 100—160	.. Rs. 200—5—250—E.B.— 6—280—E.B.—8—320.	
9	Jiledar	.. Rs. 100—160	.. Rs. 200—5—250—E.B.— 6—280—E.B.—8—320	
10	Supervisor, Mali	.. Rs. 60—80	.. Rs. 170—2—190—E.B.— 3—205—E.B.—4—225.	
11	Sweeper, Bhisti, Road Mali, Peon, Chaukidar.	Rs. 55—75	.. Rs. 165—2—185—E.B.— 3—215.	
12	Pesh Namaz	.. Rs. 175 fixed	Rs. 185—fixed.	} Provided the post is re- gular and whole-time.
13	Hadis Reader	.. Rs. 50 fixed	Rs. 165 fixed.	
14	Marsia Reader	.. Rs. 50 fixed.	Rs. 165 fixed.	
15	Quran Reader	.. Rs. 27—32	Rs. 165—2—185—E.B.— 3—215.	
16	Muazzin	Rs. 27—32 plus Rs.5 special pay.	.. Rs. 165—2—185—E.B.— 3—215.	
17	Lamp Lighter	.. Rs. 27—1—32	.. Rs. 165—2—185—E.B.— 3—215.	

## 28. INFORMATION DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) INFORMATION DIRECTORATE (HEADQUARTERS)				
1	Director-cum-Special Secretary.	I. A. S. cadre post.		No proposal.
2	Deputy Director	Rs. 600—1,250	Rs. 650—30—800—40— 1,000—50—1,300.	
3	Assistant Director	Rs. 300—900	} Rs. 550—30—700—40— 900—50—1,200.	
4	Radio Engineer	Rs. 300—900		
5	Public Relations Officer, Delhi.	Rs. 300—900 Post created with effect from February 16, 1972.		New post. No qualifications have yet been prescribed, hence revision could not be considered.
6	Editor, Uttar Pradesh Panchayat Raj, now designated as Editor, Uttar Pradesh	Rs. 300—900	Rs. 500—25—650—30— 800—50—1,000.	
7	Press Release Officer	} Rs. 250—750 Posts created with effect from April 12, 1972 and July 11, 1972.		.. New posts. Full particulars wanting. Revision could not be made. Government may like to revise the scale of pay on their own.
8	Feature Writers			
9	Information Officer			
		(i) Rs. 250—550	Rs. 450—25—575—25— 700—30—850.	
		(ii) Rs. 250—750 (Selection grade).	Rs. 500—25—650—30— 800—50—1,000.	
10	News Editor	} Rs. 250—550	Rs. 450—25—575—25— 700—30—850.	
11	Editor 'Tripathga'			
12	Publications Officer	.. Pre-P. R. C. Rs. 300—500 (Post in abeyance).	Rs. 450—25—575—25— 700—30—850.	If the post is revived.



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
13	News Officer	.. Rs. 250—550	.. Rs. 450—25—575—25—700—30—850.	
14	Films Officer	} Rs 250—550	Rs. 450—25—575—25—700—30—850	
15	Publicity Officer			
16	Officer-in-charge, State Information Centre.			
17	State Annual Report Officer			
18	Superintendent	.. (i) Rs.475—675 (Pre P. R. C. Scale).	(i) Rs. 450—25—575—25—700—30—850.	For those who had opted pre-P. R. C. scale.
		(ii) Rs. 350—450	(ii) Rs. 450—25—575—25—700.	For those appointed after April 1, 1965.
19	Additional Radio Engineer	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
20	Officer-Incharge Photo and Films.	Rs. 200—450	Rs. 400—15—475—20—575—25—750.	
21	News Reel Cameraman.	Rs. 200—450	} Rs. 350—15—500—20—600—25—700.	
22	Photo Sound Engineer	Rs. 200—450		
23	Supervisor Rural Broadcasting.	Rs. 200—450		
24	Deputy Editor	Rs. 200—400		
25	Translator.	Rs. 200—400		
26	Assistant Photographer	Rs. 180—380	Rs. 325—10—375—12—495—16—575.	Designation of the post needs to be revised.
27	Artist	(i) Rs. 180—380 .. (ii) Rs. 175—300	(i) Rs. 325—10—375—12—495—16—575. (ii) Rs. 300—8—340—10—440—12—500.	
28	Film Librarian	Rs. 150—350	} Rs. 300—10—350—12—470—16—550.	
29	Librarian, Information Centre	Rs. 150—350		
30	Assistant Cameraman	.. Rs. 160—320	.. Rs. 300—8—340—10—440—12—500.	
31	Mechanical Engineer	.. Rs. 175—300	.. Rs. 300—8—340—10—440—12—500.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
32	Assistant Superintendent ..	(i) Rs. 160—400 <i>plus</i> Rs. 40 Special pay (Pre-P. R. C. scale).	(i) Rs. 350—15—500—20—600—25—700	For those who had opted pre-P.R.C. scale.
		(ii) Rs. 160—320 (New scale).	(ii) Rs. 300—8—340—10—440—12—500.	
33	Stenographer ..	(i) Rs. 160—400 (Pre-P. R. C. scale).	(i) Rs. 350—15—500—20—600—25—700.	For those who had opted pre-P. R. C. scale.
		(ii) Rs. 160—320 (New scale).	(ii) Rs. 300—8—340—10—440—12—500.	
34	Upper Division Assistant	(i) Rs. 160—400 (Pre-P. R. C. scale). (ii) Rs. 140—280 (New scale).	(i) Rs. 350—15—500—20—600—25—700.	For those who had opted pre-P. R. C. scale.
35	Accountant		(i) Rs. 350—15—500—20—600—25—700.	
36	Accountant-cum-Cashier		(ii) Rs. 280—8—320—9—410—10—450.	
37	Reference Clerk		(ii) Rs. 280—8—320—9—410—10—450.	
38	Cashier ..	(i) Rs. 160—400 (Pre-P.R.C. scale).	(i) Rs. 350—15—500—20—600—25—700.	For those who had opted pre-P. R. C. scale.
		(ii) Rs. 120—220 (New scale).	(ii) Rs. 230—6—290—8—330—10—380.	
39	Lower Division Assistant ..	(i) Rs. 80—200 (Pre-P. R. C. scale).	(i) Rs. 280—8—320—9—410—10—450.	For those who had opted pre-P. R. C. scale.
		(ii) Rs. 100—180 (New scale).	(ii) Rs. 200—5—250—6—280—8—320.	
40	Assistant Supervisor, Rural Broadcasting.	Rs. 160—280	Rs. 280—8—320—9—410—10—450.	
41	Cataloguer	Rs. 140—280		
42	Receptionist, Information Centre	Rs. 140—280		
43	Lady Incharge, Women and Children Section.	Rs. 140—280		
44	Assistant Exhibition Officer	Rs. 160—280		
45	Scrutinizer ..	Rs. 140—280		
46	Assistant Radio Engineer ..	Rs. 150—260	Rs. 250—7—285—9—375—10—425.	
47	Technical Supervisor	Rs. 150—260		
48	Stenographer-cum-Librarian.	Rs. 120—250		
49	Stenographer, Information Centre.	Rs. 120—250		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
50	Radio Store Assistant	Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
51	Sales Assistant			
52	Photo Artist			
53	Photographer			
54	Bromide Printer			
55	Sound Mechanic			
56	Technical Assistant	Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
57	Copy Writer			
58	Radio Clerk			
59	Radio Store Clerk	Rs. 100—180 <i>plus</i> Rs. 10 special pay for one post.	.. Rs. 200—5—250—6—280—8—320.	
60	Clerk-cum-Store-keeper			
61	Store-keeper	Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
62	Clerk			
63	Bundle Lifter			
64	Teleprinter Attendant			
65	Clerk			
66	Clerk "Who-is-Who"	Rs. 100—180 <i>plus</i> Rs. 10 special pay.	.. Rs. 200—5—250—6—280—8—320.	
67	Clerk-cum-Accountant			
68	Film Librarian-cum-Store-keeper.	Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
69	Lady Attendant			
70	Library Assistant			
71	Proof Reader	Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
72	Radio Inspector			
73	Copy Holder	Rs. 80—140	.. Rs. 185—3—215—4—235—6—265.	
74	Technician			
75	Radio Mistri			
76	Dark Room Assistant			
77	Laboratory Assistant			
78	Cinema Operator, Projector Operator, Publicity Assistant cum-projector Operator.			
79	Operator-cum-Electrician			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
80	Driver ..	(i) Rs. 80—140 (Heavy vehicle).	Rs. 185—3—215—4— 235—6—265.	For heavy vehicle.
		(ii) Rs. 75—115 (Light vehicle).	Rs. 175—3—205—4— 225—5—250.	Light vehicle.
81	Carpenter-cum-Painter ..	Rs. 75—115 ..	Rs. 175—3—205—4— 225—5—250.	
82	Carpenter-cum-Battery	} Rs. 65—90 ..	Rs. 170—2—190—3— 205—4—225.	
	Charger			
83	Carpenter			
84	Addressograph, Machine Operator.			
85	Electric Mechanic	} Rs. 60—80 ..	Rs. 170—2—190—3— 205—4—225.	
86	Cyclostyle Machine Operator			
87	Jamadar			
88	Daftari	} Rs. 55—75 ..	Rs. 165—2—185—3— 215.	
89	Peon, Lift Operator, Farrash, Packer, Machineman, Waterman, Cleaner, Laboratory-Boy, Beldar, Camera-Coolie Attendant, Sweeper-cum-Farrash, Sweeper.			

## (2) INFORMATION DIRECTORATE (DISTRICT LEVEL)


1	District Information Officer	(i) Rs. 225—500	(i) Rs. 450—25—575— 25—700—30—850.	
		(ii) Rs. 250—750 (Selection grade).	(ii) Rs. 500—25—650— 30—800—50—1,000.	
2	Additional District Information Officer.	Rs. 160—280	} .. Rs. 280—8—320—9— 410—10—450.	
3	Assistant Radio Engineer	Rs. 150—260		
4	Scrutinizer/Translator ..	Rs. 140—280		
5	Clerk/Accountant ..	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
6	Field Publicity Clerk	Rs. 100—180	} .. Rs. 200—5—250—6— 280—8—320.	
7	Cultural Development Organizer	Rs. 100—180		
8	Radio Inspector	Rs. 100—180		
9	Zonal Clerk	Rs. 100—180		
10	Radio Clerk	Rs. 100—180		
11	Clerk.	Rs. 100—180		

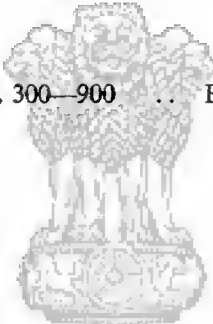
Serial number	Designation of post	Existing pay & scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
12	Cinema Operator	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
13	Publicity Assistant <i>cum</i> -Projector Operator.			
14	Radio Mistry			
15	Motor Driver	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
16	Guard			
17	Cyclostyle Machine Operator <i>cum</i> -Peon.	Rs. 60—80	.. Rs. 170—2—190—3— 205—4—225.	
18	Peons, Cleaners, Chaukidar	Rs. 55—75	.. Rs. 165—2—185—3— 215.	


## (3) HINDI SAMITI (INFORMATION DIRECTORATE)

1	Chief Editor	.. Rs. 250—750	.. Rs. 450—25—650—30— 800—50—950.	
2	Editor	Rs. 250—550	Rs. 400—15—475—20— 575—25—750.	
3	Sales Organiser			
4	Superintendent	.. Rs. 350—450	.. Rs. 450—25—575—25— 700.	
5	Assistant Editor	.. Rs. 160—320	.. Rs. 300—8—340—10— 440—12—500.	
6	Stenographer	Rs. 160—320	.. Rs. 300—8—340—10—440— 12—500	
7	Technical Assistant	Rs. 140—280	.. Rs. 280—8—320—9— 410—10—450.	
8	Upper Division Assistant			
9	Reference Clerk			
10	Senior Store keeper			
11	Accountant	Rs. 100—180	.. Rs. 200—5—250—6— 280—8—320.	
12	Proof Reader			
13	Sales Convasser			
14	Lower Division Assistant			
15	Cashier/Treasurer	Rs. 65—90	Rs. 170—2—190—3— 205—4—225.	
16	Carpenter			
17	Daftari			
18	Peon, Mali, Beldar, Chaukidar, Farrash, Sweeper.	Rs. 55—75	.. Rs. 165—2—185—3— 215.	

## 29. AGRICULTURE DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) DIRECTORATE OF AGRICULTURE				
1	Director of Agriculture	Rs. 1,800—2,000]	Rs. 2,200—100—2,500	
2	Additional Director of Agriculture.	Rs. 1,600—1,800	Rs. 1,600—50—1,850—75—2,000.	
3	Joint Director of Agriculture	Rs. 750—1,400	Rs. 1,150—50—1,700	
4	Joint Director of Agriculture Extension Education and Printing.	Rs. 750—1,400	Rs. 900—50—1,150—50—1,400—50—1,600.	Masters degree be prescribed as minimum qualification.
5	(a) Deputy Director of Agriculture.		Rs. 600—1,250 .. Rs. 800—50—1,050—50—1,300—50—1,450.	
	(b) Project Officer			
	(c) Deputy Director of Soil Conservation.			
	(d) State Agriculture Marketing Officer.			
	(e) Deputy Director of Horticulture.			
	(f) Officer-in-charge (Soil Conservation and Training Centre).			
	(g) Subject Matter Specialist			
	(h) Deputy Director of Agriculture (Statistics).			
6	Chief Accounts Officer (Head-quarters)	Rs. 600—1,250 ..	Rs. 800—50—1,050—50—1,300—50—1,450.	
7	Senior Audit Officer (Head-quarters).			
8	Controller of Finance (Head-quarters).	Rs. 400—1,000 ..	Rs. 650—30—800—40—1,000—50—1,300.	
9	(a) U. P. Agriculture Service—Class II—Section B			
	(1) District Agriculture Officer.	Rs. 300—900 ..	Rs. 550—30—700—40—900—50—1,200.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(2)	Bhoomi Sanrakshan Adhikari.	 नमो भगवते वासुदेवाय	Rs. 550—30—700—40—900—50—1,200.	
(3)	Assistant Director			
(4)	Technical Officer			
(5)	Agriculture Officer			
(6)	Jute Development Officer			
(7)	Oil Seeds Extension Officer.			
(8)	Cotton Development Officer.			
(9)	Assistant Project Officer			
(10)	Zonal Jute Development Officer.			
(11)	Chief Enforcement Officer			
(12)	Principal, Government Agriculture Schools.			
(13)	Mandi Prashasan Adhikari			
(14)	Officer-in-charge, Training Centre.			
(15)	Tobacco Development Officer.			
(16)	Assistant Agricultural Marketing Officer.			
(17)	Tobacco Extension Officer			
(18)	Farm Manager			
(19)	Technical Officer Photo Interpretation.			
(20)	Seeds Development Officer.			
(b) U. P. Agriculture Service —Class II—Section E				
(1)	Potao Development Officer	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
(2)	Superintendent, Government Gardens.			
(3)	Horticulturist			
(4)	Agricultural Horticulture Officer.			
(5)	Vegetable Extension Officer.			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(6)	Horticulture Development Officer.	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
(7)	Fruit Specialist Banana			
(c) U. P. Agriculture Service —Class II—Section C				
(1)	Town Compost Officer	 Rs. 300—900 नमो भगवते वासुदेवाय	Rs. 550—30—700—40—900—50—1,200.	
(2)	Manure Officer			
(3)	Statistical Officer			
(4)	Statistician			
(5)	Mechanical Tabulation Officer.			
(6)	Field Officer			
(7)	Assistant Soil Chemist			
(8)	Soil Scientist			
(9)	Plant Protection Officer			
(10)	Subject Matter Specialist			
(11)	Lac Development Officer			
(12)	Agronomist			
(13)	Assistant Professor, Soil Agronomy, Water-Management and Soil Conservation, Engineering Farms.			
(14)	Agrostologist-cum-Farms Officer.			
(15)	Specialist (Plant Protection).			
(16)	Assistant Jowar Specialist			
(17)	Specialist Soils			
(18)	Assistant Agriculture Economist.			
(19)	Assistant Maize Breeder			
(20)	Technical Officer			
(21)	Assistant Director (Plant Protection).			
(22)	Assistant Soil Survey Officer.			
(23)	Farm Managment Officer			
(d) Ex-Cadre				
(1)	District Agriculture Information Officer.			
(2)	Assistant Director Farms			
(3)	Research Officer (Planning and Rural Economics)			



Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

**(e) Engineering**

	Assistant Agriculture En- gineers.	Rs. 300—900	Rs. 550—30—700—40— 900—50—1200.	
10.	Assistant to the Joint Director, Extension Ed- ucation and Training.	Rs. 300—900	Rs. 550—30—700—40— —900—50—1,200.	
11.	Technical Officer (Bureau)			
12.	Technical Officer (Films)			
13.	Accounts Officer			
14.	Personal Assistant to Director	Rs. 400—550	.. Rs. 500—25—625—25— 750.	
15.	Accounts Officer	.. Rs. 250—750	.. Rs. 450—25—650—30— 800—50—950.	
16.	Administrative Officer (Head- quarters).	Rs. 350—550	.. Rs. 500—25—625—25— 750.	
17.	Editor, Hindi, English and Technical Officer.	Rs. 250—550.	.. Rs. 400—15—475—20— 575—25—750.	
18.	Statistical Superintendent	Rs. 225—500	.. Rs. 400—15—475—20— 575—25—750.	
19.	Foreman			
20.	Vigyan Mandir Officer			
21.	Foreman, Research Assistant (Engineering).			
22.	Assistant Vigyan Mandir Officer.	Rs. 200—400	.. Rs. 350—15—500—20— 600—25—700.	
23.	Head Assistant (Headquarter)	Rs. 350—450	.. Rs. 450—25—575—25— 700.	

**24. (a) Subordinate Agriculture Service—Group I Development Section—A—General**

(1) Additional District Agri- culture Officer.	Rs. 200—450	.. Rs. 350—15—500— 20—600—25—700.
(2) Assistant Chemist		
(3) Technical Assistant/ Senior Soil Conserva- tion Inspector.		
(4) Farm Superintendent		
(5) Jute Development Inspec- tor.		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

(6) Hon. Development Inspector.

(7) Assistant Bee Keeping Inspector

(8) Godown Inspector

(9) Seed Development Inspector.

(10) Special Seed Production Officer.

(11) Assistant Cotton Extension Officer.

(12) Senior Oil seeds Inspector

(13) Assistant Development Inspector.

(14) Blood Meal Officer ..

Rs. 200—450

.. Rs. 350—15—500—20—600—25—700.

(15) Incharge Field Demonstration.

(16) Senior Agricultural Marketing Inspector.

(17) Senior Grading Inspector

(18) Senior Assistant Extension

(19) Senior Agriculture Inspector

(20) Senior Publicity Inspector

(21) Senior culture Inspector

(22) Senior Potato Development Officer.

(23) Instructor Forestry

(24) Layout Artist



**(b) Subordinate Agriculture—Service Group I—Section (B)—Engineering**

(1) Foreman, Technical Assistant. Rs. 200—450 .. Rs. 350—15—500—20—600—25—700.

(2) Foreman Rs. 200—400 } Rs. 350—15—500—20—600—25—700.

(3) Technical Assistant, Member, S.A.S. Group I. Rs. 200—450 }


**(c) Subordinate Agriculture Service—Group I—(C) Miscellaneous**

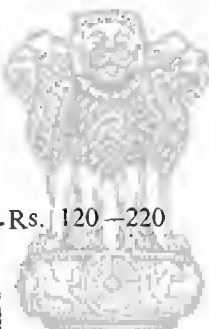
(1) Senior Plant Protection Assistant.

(2) Subject Matter Specialist (Plant Protection). Rs. 200—450 Rs. 350—15—500—20—600—25—700.

(3) Senior Botanical Assistant

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(4) Senior Chemical Assistant	}	Rs. 200—450	.. Rs. 350—15—500—20—600—25—700.	
(5) Chemical Analyst				
(6) Senior Entomological Assistant.				
(7) Senior Micological Assistant.				
(8) Instructor in Agronomy				
(9) Senior Lecturer (School)				
(10) Senior Overseer		Rs. 200—400	.. Rs. 350—15—500—20—600—25—700.	
(11) Artist, Artist Photographer	}	Rs. 180—380	.. Rs. 325—10—375—12—490—16—575.	
(12) Artist-cum-Photographer/Photographer-cum-Artist				
(13) Artist, Artist Photographer				
25 Head Clerk-cum-Accountant		Rs. 180—380	.. Rs. 325—10—375—12—490—16—575.	
26 Accounts Officer (N. G.)	..	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	
27 Accountant	..	Rs. 200—400		
28 Assistant Editor Hindi and English.	and	Rs. 200—400	.. Rs. 350—15—500—20—600—25—700.	
29 Statistical Assistant Statistical Investigator Processing Supervisor Statistical Instructor.	}	Rs. 200—450	.. Rs. 350—15—500—20—600—25—700.	
30 Field Investigator				
31 Senior Chemist				
32 Senior Mechanical Assistant				
33 Foreman	..	Rs. 200—400	Rs. 350—15—500—20—600—25—700.	Change designation of Foreman in lower scale.
34 Field Investigator	..	Rs. 200—450		
35 Artist, Junior Inspector and Dairy Assistant.		Rs. 180—380	.. Rs. 325—10—375—12—490—16—575.	For 5 year diploma course in case of Artist.
36 Mechanical Assistant	..	Rs. 175—300	.. Rs. 300—8—340—10—440—12—500.	
		Rs. 160—280 on 3 posts.	Rs. 280—8—320—9—410—10—450.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
37	Chargeman	.. Rs. 175—300	.. R. 300—8—340—10—440—12—500.	
38	Assistant Foreman	.. Rs. 175—300	.. Rs. 300—8—340—10—440—12—500.	
39	Tractor Mechanic	.. Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
40	Electrician	.. Rs. 150—260		
41	Overseer	} Rs. 175—300	.. Rs. 300—8—340—10—440—12—500.	
42	Vidyut Yantrik			
43	Photographer	.. Rs. 200—300	.. Rs. 300—8—340—10—440—12—500.	
44	Head Clerk (Headquarters)..	Rs. 160—320	.. Rs. 300—8—340—10—440—12—500.	
45 (a) Subordinate Agriculture Service—Group II—Section A—General				
(1) Soil Conservation Inspector	 नमो भगवते वासुदेवाय	Rs. 160—280	.. Rs. 280—8—320—9—410—10—450.	
(2) Agriculture Marketing Inspector.				
(3) Farm Superintendent				
(4) Buffer/Godown Inspector				
(5) Godown Inspector ..				
(6) Cotton Development Inspector.				
(7) Tobacco Development Inspector.				
(8) Jute Development Inspector.				
(9) Oilseed Inspector				
(10) Lac Development Inspector				
(11) Assistant Development Officer.				
(12) Grading Inspector				
(13) Assistant Development Inspector.				
(14) Assistant Development Officer (Compost).				
(15) Agriculture Inspector				
(16) District Horticulture Inspector.				
(17) Vegetable Inspector				
(18) Potato Development Inspector.				
(19) Technical Assistant				
(20) Regional Publicity Inspector				

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(b) Section 'C'—Miscellaneous				
(1) Junior Plant Protection Assistant (Entomology/Micology).	}	Rs. 160—280	Rs. 280—8—320—9—410—10—450.	
(2) Assistant Lecturer in S.A.S., Group II.				
(3) Honey Development Officer				
(4) Junior Chemical Assistant				
(5) Apierist				
46 Subordinate Agriculture Service—Group III—Section 'A' General				
Assistant Agriculture Inspector, Sale Point Incharge, Farm Superintendent, Plant Protection Supervisors, Assistant Grading Inspector (Marketing), Assistant Marketing Inspector, Assistant Agriculture Marketing Inspector (Intelligence), Assistant Horticulture Inspector, Assistant Potato Development Inspectors, Assistant Jute Development, Inspector, Assistant Soil Conservation Inspector, Assistant Oil-Seed Inspector, Field Assistant (Research) Vivekanand Lab., Almora, Assistant Cotton Development Inspector, Village Level Worker (Package).	 नमो भगवते वासुदेवाय	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
47 Legal Assistant ..		Rs. 160—320	Rs. 300—8—340—10—440—12—500.	
48 Senior Noter and Drafter (Headquarter).		Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
49 Stenographer (Headquarter) ..		Rs. 160—320	Rs. 300—8—340—10—440—12—500.	Two posts in the scale of Rs. 400—20—500—20—600.
50 Stenographer (other subordinate offices.)		Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
51 Record-keeper and Accounts Clerk (Headquarters).		Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
52 Assistant Accountant		Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
53 Computer, Compiler, Junior Statistical Assistant.		Rs. 120—250		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
54	Head Clerk, Assistant Store Superintendent-cum-Head Clerk.	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
55	Mechanical Draftsman In-charge Drawing Section.	Rs. 180—380	.. Rs. 325—10—375—12—495—16—575.	
56	Forest Ranger	.. Rs. 180—380	.. Rs. 350—15—500—20—600—25—700.	As in Forest Department.
57	Photographer	.. Rs. 150—260	.. Rs. 280—8—320—9—410—10—450.	
58	Mechanic, Operator, Automobile Mechanic, Machineman, Senior Clerk, Assistant Store Superintendent, Supervisor-cum-Investigator, Soap Mechanic.	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
59	Mechanical Supervisor, Mechanic Trolley Pump Operator, Field Assistant, Assistant Draftsman (Qualified), Assistant Draftsman, Electrician Field Mechanic, Project Operator.	Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
60	Proof Reader, Hindi and English.	Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
61	Senior Proof Reader Hindi and English.	Rs. 120—250	.. Rs. 250—7—285—9—375—10—425.	
62	Punch Operator	Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
63	Section Holder			
64	Negative Plate Preparer			
65	Supervisor Binding, Punching and Cutting.	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
66	Offset Machineman			
67	Forester			
68	Seed Store Clerk, Farm Clerk, Assistant Librarian, Taqavi Accounts Clerk, Routine Clerk,—Store Keeper, Junior Clerk, Time-keeper, Typist-cum-Clerk-Accounts and other clerks in the same scale of pay.	Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
69	Assistant Draftsman (Un-qualified).	Rs. 100—160	Rs. 200—5—250—6—280—8—320.	
70	Amin	Rs. 100—160		
71	A-Tracer	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
72	Truck Driver, Tractor Driver, Workshop Mechanic-cum-Operator, Operator, Mechanic, Pharmacist, Assistant Mechanic, Workshop Mechanic, Technician, Hindi Litho Writer, Rota Plate Maker.	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
73	Driver Jeep and other light vehicles.	Rs. 75—115	Rs. 175—3—205—4—225—5—250.	
74	Dark Room Attendant			
75	Compositor			
76	Fitter, Mechanic, Fitter Turner, Fitter Welder, Turner and Welder, Etcher, Copyholder, Electrician Fitter, Welder, Compositor, Etcher-cum-Compositor.			
77	Typewriter Mechanic	Rs. 60—100	Rs. 175—3—205—4—225—5—250.	
78	Apprentice	Rs. 75 Fixed	Rs. 200 Fixed.	
79	Machineman, Lab. Mechanic, Mechanic, Oil Engine Driver, Engine Driver, Carpenter, Head Chaudhary Carpenter-cum-blacksmith, Sales Point Supervisor, Compost Mistri, Rat Control Operator, Cotton Supervisor, Oil Seed-Supervisor, Lineman-cum-Petrolman, Pump Mechanic, Tube-well Operator, Pipeline Mechanic, Blacksmith, Lab. Assistant, Motor Driver, Seed Supervisor.	Rs. 65—90	Rs. 170—2—190—3—205—4—225.]	
80	Kamdar, Book Binder, Machine Assistant, Tube-well Operator, Daftari, Treasury Dafedar, Lab. Attendant, Jamadar, Trained Mistri, Basta Bardar, Distributor, Railway Dafedar, Head Mali, Galley proofman, Bundle Lifter, Forest Guard Karigar, Oil-seeds, Assistant Seed Supervisor.	Rs. 60—80	Rs. 170—2—190—3—205—4—225.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

81	Peon, Orderly, Chaukidar, Literate-Mate, Sweeper, Cleaner, Waterman, Far-rash, Treasury Attendant, Dak runner, Godown Man, Laboratory Attendant, Jamadar, Mate, Mali, Sewak, Ploughman, Khalasi, Coolie, Sayees, Charawaha, Prakshatra Sewak, Cattleman, Literate Mali.	Rs. 55—75	Rs. 165—2—185—3—215.	
----	---	-----------	----------------------	--


*Ex-Cadre Posts*

1	Tahsildar	.. Rs. 250—500	} As approved for such posts in the Revenue Department.
2	Naib Tahsildars	.. Rs. 160—280	

## (2) DIRECTORATE OF U. P. INSTITUTE OF AGRICULTURAL SCIENCES, KANPUR

1	Director	.. Rs. 1,800—2,000	.. Rs. 1,900—50—1,950—75—2,250.
2	Joint Director	.. Rs. 1,300—1,600	.. Rs. 1,400—50—1,500—60—1,800.
3	Professor of Agriculture Economics.	Rs. 700—1,200	.. Rs. 800—50—1,450
4	Professor and Heads	.. Rs. 1,000—1,500	.. Rs. 1,150—50—1,700
5	Associate Professor	.. Rs. 600—1,250	.. Rs. 800—50—1,450
6	Deputy Director (Seed and Farms).	} Rs. 600—1,250	.. Rs. 800—50—1,450
7	Agronomist (Water-management, Irrigation and Drainage)		
8	Soil Microbiologist		
9	Plant Bacteriologist		
10	Entomologist (In Physiology)		
11	Biometrical Geneticist		
12	Seed Analyst		
13	Millet Breeder		
14	Pesticides Chemist		
15	Plant Physiologist (Growth regulator and Trace elements)		
16	Entomologist		
17	Plant Pathologist (Virology)		
18	Biochemist		





Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
19	Officer Incharge (Training)		Rs. 600—1,250 .. Rs. 800—50—1,450	
20	Virologist			
21	Economic Botanist (Each in Rabi Cereals Legume, Oil-seeds, Vegetable, Cotton, Paddy and Potato).			
22	Entomologist			
23	Plant Pathologist			
24	Crop Physiologist			
25	Breeder (Potato)			
26	Director, N. A. I. Saharanpur			
27	Chemist			
28	Fruit Pathologist			
29	Agronomist			
30	Rice Breeder			
31	Chief Horticulturist			
32	Horticulturist			
33	Director, Sugarcane ..			
34	Deputy Director Sugarcane Research.			
35	Chief Agronomist			
36	Barley Breeder			
37	Barley Agronomist			
38	Wheat Agronomist			
39	Wheat Breeder			
40	Agricultural Chemist			
41	Senior Soil Chemist			
42	Drainage Engineer			
43	Research Engineer (Agriculture)			
44	Geneticist			
45	Radio Tracer Specialist			
46	Rice Chemist			
47	Chief Paddy Botanist	Rs. 750—1,400 ..	Rs. 900—50—1,600	
48	Seed Processing Technologist	Rs. 600—1,250 ..	Rs. 800—50—1,450	


Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

49	Agricultural Economist	Rs. 600—1,250	.. Rs. 800—50—1,450	
50	Officer Incharge Regional Station.			
51	Registrar			

## CLASS II

1	Assistant Entomologist		Rs. 300—900 .. Rs. 550—30—700—40— 900—50—1,200.	
2	Research Entomologist			
3	Assistant Taxonomist			
4	Nematologist			
5	Bacteriologist			
6	Assistant Plant Pathologist			
7	Virologist			
8	Systematic Mycologist			
9	Physiological Chemist			
10	Assistant Crop Physiologist			
11	Crop Agronomist			
12	Agronomist			
13	Horticulturist (Vegetable Breeder).			
14	Vegetable Breeder			
15	Vegetable Agronomist			
16	Junior Agronomist			
17	Junior Pathologist			
18	Junior Entomologist			
19	Assistant Chemist			
20	Assistant Mycologist			
21	Assistant Entomologist			
22	Cold Storage Chemist			
23	Bio-Chemist			
24	Assistant Horticulturist			
25	Assistant Physiologist			
26	Fruit Breeder			
27	Pomologist			

Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
28	Cytogeneticist	 Rs. 300—900 .. Rs. 550—30—700—40— 900—50—1,200. नमो भगवते वासुदेवाय		
29	Junior Horticulturist			
30	Garden Superintendent			
31	Assistant Economic Botanist			
32	Assistant Agronomist			
33	Assistant Soil Chemist			
34	Junior Soil Chemist			
35	Soil Chemist			
36	Assistant Bio-Chemist			
37	Plant Breeder			
38	Assistant Economist (Botanist] Paddy).			
39	Horticulturist			
40	Extension Horticulturist			
41	Fruit Technologist			
42	Cane Agronomist			
43	Cane Entomologist			
44	Soil Chemist			
45	Statistician			
46	Cane Physiologist			
47	Assistant Agricultural Chemist			
48	Cane Mycologist			
49	Cane Botanist			
50	Soil Microbiologist			
51	Extension Specialist			
52	Training-cum-Extension Officer			
53	Cane Breeder			
54	Plant Pathologist			
55	Wheat Breeder			
56	Chemist			
57	Mychologist			
58	Radio Physiologist			

Serial num- ber	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
59	Assistant Soil Physicist ..	 Rs. 300—900 .. नमो भगवते वासुदेवाय	Rs. 550—30—700—40— 900—50—1,200.	
60	Assistant Soil Mycobiologist			
61	Seed Testing Officer			
62	Assistant Soil Survey Officer			
63	Assistant Plant Physiologist			
64	Assistant Botanist			
65	Geneticist			
66	Breeder (Rapeseed and Mus- tard).			
67	Breeder (Ground Nut and Linseed).			
68	Junior Breeder			
69	Assistant Economic Botanist (Cotton).			
70	Research Officer			
71	Assistant Cotton Technologist			
72	Assistant Breeder			
73	Assistant Agriculture Engineer			
74	Cane Entomologist			
75	Assistant Physiologist			
76	Assistant Soil Physicist			
77	Assistant Rice Breeder			
78	Junior Mycrologist			
79	Medical Officer			
80	Assistant Engineer (Civil)			
81	Subject Matter Specialist (Agronomy).			
82	Subject Matter Specialist (Soil and Agricultural Chemistry).			
83	Subject Matter Specialist (Engineering).			
84	Subject Matter Specialist (Entomology).			
85	Subject Matter Specialist (Plant Pathology).			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
86	Assistant Agronomist (Weed Control).	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
87	Assistant Engineer (Workshop Extension).			
88	Assistant Engineer (Irrigation and Drainage).			
89	Assistant Plant Pathologist (Seed Pathology).			
90	Assistant Plant Pathologist (Nematology).			
91	Extension Pathologist ..			
92	Extension Entomologist ..			
93	Assistant Professor ..			
94	Assistant Pulse Breeder ..			
95	Assistant Millet Breeder ..			
96	Assistant Oilseeds Breeder ..			
97	Assistant Breeder Potato ..			
98	Assistant Vegetable Breeder			
99	Superintendent Physical Education.			
100	Financial Controller ..	Rs. 250—750	Rs. 450—25—650—30—800—50—950.	
101	Librarian ..			
102	Accounts Officer ..			
103	Estate-cum-Administrative Officer.			
104	Personal Assistant to Director	Rs. 400—550	Rs. 500—25—750.	
S. A. S. GROUP I				
1	Lecturer ..	Rs. 250—550	Rs. 400—15—475—20—575—25—750.	
2	Lecturer in Maths ..			
3	Instructor in Social Sciences			
4	Instructor in Extension Evaluation.			
5	Translator-cum-Editor ..	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	
6	Junior Lecturer			
7	Instructor ..			
8	Field Demonstration Incharge			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
9	Senior Research Assistant, Senior Agronomical Assistant, Senior Botanical Assistant, Senior Chemical Assistant, Senior Physiological Assistant, Senior Bio-Chemist Assistant, Senior Entomological Assistant, Senior Mycological Assistant, and other members of S. A. S. Grade I.	Rs. 200—450	.. Rs. 350—15—500—20—600—25—700.	
10	Oil Chemist ..			
11	Rat Control Inspector ..			
12	Poultry Inspector ..			
13	Glass Blower			
14	Farm Superintendent			
15	Senior Statistical Assistant	Rs. 200—400	.. Rs. 350—15—500—20—600—25—700.	
16	Artist-cum-Photographer ..	Rs. 200—450	.. Rs. 350—15—500—20—600—25—700.	
17	Artist ..	Rs. 180—380	.. Rs. 325—10—375—12—495—16—575.	
18	Librarian ..	Rs. 200—450	.. Rs. 350—15—500—20—600—25—700.	
19	Physical Instructor-cum-Games Superintendent			
20	Instructor-cum-Electrical Supervisor ..	Rs. 200—450	.. Rs. 350—15—500—20—600—25—700.	
21	Technical Assistant or Pravidhik Sahayak ..			
22	Foreman ..	Rs. 225—500	.. Rs. 400—15—475—20—575—25—750.	

## SUBORDINATE AGRICULTURE SERVICE, GROUP II

1	Junior Research Assistant/Member, S. A. S. Group II Junior Chemicals Assistant Junior Entomological Assistant .. Junior Phy. Assistant .. Junior Botanical Assistant .. Junior Plant Protection Asstt. Junior Myco. Assistant .. Junior Statistical Assistant Junior Agro. Assistant ..	Rs. 160—280	.. Rs. 280—8—320—9—410—10—450.	
2	Junior Rat Control Inspector			
3	Farm Superintendent ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

4	Garden Overseer ..	Rs. 160—280	Rs. 280—8—320—9— 410—10—450.	
5	Dairy Assistant ..			
6	Demonstrator ..			
7	Instructor ..			
8	Audio Visual Aid Specialist			
9	Artist ..	Rs. 175—300	Rs. 300—8—340—10— 440—12—500.	
10	Building Overseer ..			
11	Chargeman ..	Rs. 160—280	Rs. 280—8—320—9— 410—10—450.	
12	Draftsman ..			
13	Farm Mechanic ..			
14	Graduate Assistant ..			

## SUBORDINATE AGRICULTURE SERVICE, GROUP III

1	Assistant Agriculture Inspector ..	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
2	Field Assistant ..			
3	Junior Research Assistant ..			
4	Horticulture Supervisor ..			
5	Assistant Field Investigator ..			
6	Assistant Poultry Supervisor			
7	Cattle Assistant ..			
8	Dairy Assistant ..			
9	Field Man ..			
10	Rat Control Inspector ..			
11	Assistant Farms Superintendent ..			
12	Farm Superintendent ..			
13	Agriculture Inspector ..			
14	Meteorological Observer ..			
15	Gur Mistri ..			
16	Member of S. A. S. Gr. III ..			
17	Crop Weather Observer ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
MINISTERIAL ACCOUNTS CADRE AND OTHER MISCELLANEOUS POSTS				
1	Head Assistant ..	Rs.350—450	..	Rs.450—25—700.
2	Accounts Officer (Non-gazetted) ..	Rs.200—450	..	Rs.350—15—500—20—600—25—700.
3	Head Clerk ..	Rs.150—260	..	Rs.280—8—320—9—410—10—450.
4	Accountant ..	Rs.200—400	..	Rs.350—15—500—20—600—25—700.
5	Head Clerk-cum-Accountant	Rs.180—380	..	Rs.325—10—375—12—495—16—575.
6	Assistant Accountant ..	Rs.120—250	..	Rs.250—7—285—9—375—10—425.
7	Senior Clerk ..	Rs.120—220	..	Rs.230—6—290—8—320—10—380.
8	Junior Clerk ..	Rs.100—180	..	} Rs.200—5—250—6—280—8—320.
9	Store Keeper ..	Rs.100—180	..	
10	Stenographer ..	Rs.120—250	..	Rs.250—7—285—9—375—10—425.
11	Typist ..	Rs.100—180	..	Rs.200—5—250—6—280—8—320.
12	Stenographer ..	Rs.160—320	..	Rs.300—8—340—10—440—12—500.
13	Noter and Drafter ..	Rs.120—220	..	Rs.230—6—290—8—330—10—380.
14	Computer ..	} Rs.120—250	..	Rs.250—7—285—9—375—10—425.
15	Cashier ..		..	
16	Cashier ..	} Rs.100—180	..	Rs.200—5—250—6—280—8—320.
17	Computer-cum-Clerk ..		..	
18	Cashier-cum-Accounts Clerk		..	
19	Mechanic ..		..	
20	Record Keeper ..	} Rs.120—220	..	Rs.230—6—290—8—330—10—380.
21	Mechanic ..		..	
22	Librarian ..	Rs.200—450	..	Rs.350—15—500—20—600—25—700.
23	Museum Assistant ..	Rs.120—250	..	Rs.250—7—285—9—375—10—425.



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
24	Museum Assistant	Rs.120—220	Rs.230—6—290—8— 230—10—380.	
25	Draftsman	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
26	Mistri	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
27	Head Fitter			
28	Documentalist and Bibliographer	Rs.160—280	Rs.280—8—320—9— 410—10—450.	
29	Cataloguer	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
30	Assistant Librarian	Rs.160—280	Rs.280—8—320—9— 410—10—450.	
31	Assistant Librarian	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
32	Typist			
33	Junior Clerk			
CLASS IV EMPLOYEES				
1	Class IV employees	Rs.55—75	Rs.165—2—185—3— 215.	
2	Head Chaukidar	Rs.65—90	Rs.170—2—190—3—205— 4—225.	
3	Mali and Laboratory Attendant	Rs.55—75	Rs.165—2—185—3— 215.	
4	Peon			
5	Chaukidar			
6	Jamadar			
7	Tube-well Operator	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
8	Tractor Driver	Rs.80—140	Rs.185—3—215—4— 235—6—265.	
9	Ploughman	Rs.55—75	Rs.165—2—185—3— 215.	
10	Carpenter	Rs.65—90	Rs.170—2—190—3— 205—4—225.	
11	Driver	Rs.75—115	Rs.175—3—205—4— 225—5—250.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
12	Rat Control Attendant	Rs.55—75	Rs.165—2—185—3—215.	
13	Field Attendant			
14	Orderly			
15	Wall			
16	Laboratory Assistant			
17	Glass House Attendant	Rs.80—140	Rs.185—3—215—4—235—6—265.	
18	Pot Attendant			
19	Mechanic			
20	Attendant and Laboratory Attendant	Rs.55—75	Rs.165—2—185—3—215.	
21	Jeep Driver	Rs.75—115	Rs.175—3—205—4—225—5—250.	
22	Engine Driver	Rs.65—90	Rs.170—2—190—3—205—4—225.	
23	Peons, Orderly and Sweeper	Rs.55—75	Rs.165—2—185—3—215.	
24	Dak Runner	Rs.55—75	Rs.165—2—185—3—215.	
25	Mate			
26	Godami			
27	Sweeper			
28	Cattle Man	Rs.65—90 Rs.60—80	Rs.170—2—190—3—205—4—225.	
29	Mistri			
30	Kamdar			
31	Farm Labour	Rs.55—75	Rs.165—2—185—3—215.	
32	Waterman			
33	Chainman			
34	Welder	Rs.75—115	Rs.175—3—205—4—225—5—250.	
35	Blacksmith	Rs.65—90	Rs.170—2—190—3—205—4—225.	
36	Truck Driver	Rs.75—115	Rs.175—3—205—4—225—5—250.	
37	Cleaner	Rs.55—75	Rs.165—2—185—3—215.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
38	Head Mali	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
39	Mason	Rs.55—75	Rs.165—2—185—3— 215.	
40	Bhisti			
41	Assistant Supervisor	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
42	Tractor Operator	Rs.80—140	Rs.185—3—215—4— 235—6—265.	
43	Fitter-cum-Engine Supervisor	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
44	Farm Assistant	Rs.80—140	Rs.185—3—215—4— 235—6—265.	
45	Veterinary Compounder	Rs.150—260	Rs.200—5—250—6— 280—8—320.	
46	Telephone Operator	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
47	Fitter			
48	Telephone Attendant	Rs.55—75	Rs.165—2—185—3— 215.	
49	Establishment Attendant			
50	Coolie			
51	Binder	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
52	Head Coolie	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
53	Dairy Man	Rs.55—75	Rs.165—2—185—3— 215.	
54	Hostel Attendant			
55	Farrash			
56	Turner	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
57	Milkman	Rs.55—75	Rs.165—2—185—3— 215.	
58	Herdman			
59	Syce			
60	Groom			
61	Cartman			
62	Head Ploughman	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
63	Cattleman	Rs.55—75	Rs.165—2—185—3— 215.	

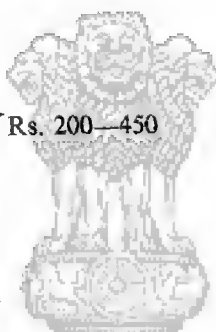
Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
64	Ward Boy	Rs. 55—75	Rs. 165—2—185—3—215,	
65	Farm Mali			
66	Head Sorter	Rs. 60—90	Rs. 170—2—190—3—205—4—225.	
67	Daftari			
68	Book Binder			
69	Sorter	Rs. 55—75	Rs. 165—2—185—3—215.	
70	Chaukidar			
71	Attendant			
72	Servant			

## (3) DIRECTORATE OF FRUIT UTILIZATION

1	Director of Fruit Utilization, U. P. (Ranikhet with Camp Office at Lucknow).	Rs. 1,300—1,600	Rs. 1,400—50—1,500—60—1,800.
2	Deputy Director (Headquarters).	Rs. 600—1,250	Rs. 800—50—1,450
3	Deputy Director (Horticulture)		
4	Deputy Director (Fruit Belt)		
5	Deputy Director (Extension)		
6	Officer Incharge, Fruit Research Centre.		
7	Fruit and Vegetable Breeder		
8	Chief Horticulture Specialist.		
9	Senior Horticulture Specialist.		
10	Fruit Technologist		
11	Bio-Chemist		
12	Physiologist		
13	Accounts Officer	Rs. 400—1,000	Rs. 650—30—800—40—1,000—50—1,300.
14	Horticulturist (Head quarters).	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.
15	Extension Service Officer		
16	Plant Protection Officer		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
17	District Horticulture Officer	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
18	Suprintendent, Government Gardens.			
19	Officer-in-charge, Government Garden, Bhansar.			
20	Fruit Industries Development Officer.			
21	Chief Chemist			
22	Chief Instructor (Diploma Course).			
23	Horticulturist			
24	Vegetable Specialist	Rs. 300—900	Rs. 550—30—700—40—900—50—1,200.	
25	Pharmaceutical Chemist			
26	Extension Service Officer (Fruit Preservation).			
27	Mychologist			
28	Entomologist			
29	Plant Pathologist			
30	Soil Specialist/Soil Chemist			
31	Microbiologist			
32	Virologist			
33	Assistant Pathologist			
34	Assistant Bio-Chemist			
35	Marketing Officer			
36	Extension Officer (Training)			
37	Seed Testing Officer			
38	Statistician	Rs. 300—900 ]	Rs. 550—30—700—40—1,000—50—1,200. ]	
39	Assistant Engineer (Electrical and Mechanical).	Rs. 300—900 ]	Rs. 550—30—700—40—900—50—1,200.	
40	Physiologist-cum-Bio-Chemist	Rs. 250—600	Rs. 400—25—700—30—850.	
41	Microbiologist	Rs. 225—500	Rs. 400—15—475—20—575—25—750	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
42	Senior Marketing Inspector			
43	Incharge Demonstration ..			
44	Assistant Plant Physiologist			
45	Assistant Bio-Chemist ..			
46	Instructor ..			
47	Lady Instructor ..			
48	Senior Instructor ..			
49	Incharge, Fruit Preservation Centre.			
50	Senior Horticulture Inspector			
51	Senior Research Assistant .. (Food/Food Technology).			
52	Senior Research Assistant .. (Mycrobiology).			
53	Senior Horticulture Inspector ( Valley Fruit Research Scheme).			
54	Senior Plant Protection .. Assistant.			
55	Farm Suprintendent/Inspector			
56	Inspector, Group I ..			
57	Assistant Horticulturist ..			
58	Senior Mychological Assistant			
59	Assistant Chemist ..			
60	Assistant Entomologist ..			
61	Senior Research Assistant			
62	Senior Research Assistant (Horticulture).			
63	Senior Research Assistant (Fruit and Vegetable Pro- duction).			
64	Senior Research Assistant (Mush-room).			
65	Senior Horticulture Assis- tant (Mychology). ..			
66	Senior Inspector (Spices) ..			



सत्यमेव जयते

Rs. 200—450

.. Rs. 350—15—500—20—  
600—25—700.

Rs. 200—450

.. Rs. 350—15—500—20—  
600—25—700.

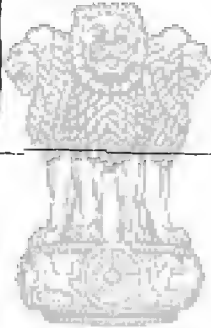
Serial number	Designation of post	Existing pay scale	Recommendation		
			Pay scale	Remarks	
1	2	3	4	5	
67	Senior Inspector (Saffron) ..	Rs.200—450 ..	Rs.350—15—500—20 —600—25—700.		
68	Senior Research Assistant (Soil Examiner)				
69	Vegetable Inspector ..				
70	Instructor, Group I (Horticulture).				
71	Senior Inspector I ..				
72	Incharge, Drug Farm, Seoni Progeny Orchard.				
73	Botanical Assistant ..	Rs.200—400 ..	Rs.350—15—500—20 —600—25—700.		
74	Horticulture and Nursery Officer.				
75	Assistant Chemist ..				
76	Instructor ..				
77	Statistical Assistant ..	Rs.180—380 ..	Rs.450—25—700.		
78	Office Superintendent ..				
79	Artist ..				
80	Senior Demonstrator (Food Technology).	Rs.150—350 ..	Rs.300—10—350—12 —470—16—550.	As in the Revenue Department.	
81	Assistant Superintendent ..	Rs.160—320 ..	Rs.300—8—340—10 —440—12—500.		
82	Production Foreman ..	Rs.175—300 ..	Rs.300—8—340—10 —440—12—500.		
83	Overseer				
84	Mechanical Assistant ..				
85	Electrical and Mechanical Assistant.				
86	Naib Tahsildar ..	Rs.160—280 ..	Rs.300—8—340—10 —440—12—500.	As in the Revenue Department.	
87	Demonstrator ..	Rs.160—280 ..	Rs.280—8—320—9 —410—10—450.		
88	Assistant Instructor ..				
89	Assistant Incharge, Fruit Preservation.				
90	District Horticulture Inspector				
91	Horticulture Inspector ..				
92	Junior Plant Protection Assistant.	Rs.160—280 ..	Rs.280—8—320—9 —410—10—450.		
93	Farms Superintendent ..				

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
94	Instructor .. ..	Rs.160—280 ..	Rs.280—8—320—9—410—10—450.	
95	Incharge Nursery/Inspector			
96	Assistant Development Officer (Horticulture). ..			
97	Junior Research Assistant ..			
98	Chemical Assistant ..			
99	Meteorological Assistant ..			
100	Junior Assistant Physiological			
101	Junior Physiological Assistant			
102	Junior Entomological Assistant.			
103	Junior Horticulture Assistant			
104	Plant and Multi-purpose Inspector.	Rs.140—280 ..	Rs.280—8—320—9—410—10—450.	
105	Farm Incharge			
106	Refrigerator Incharge ..			
107	Senior Clerk-cum-Noter and Drafter.			
108	Auditor			
109	Statistical Assistant ..			
110	Librarian			
111	Librarian .. ..	Rs.120—220 ..	Rs.230—6—290—8—330—10—380.	
112	Inspector of Accounts/Accountant/Assistant Accountant.	Rs.120—250 ..	Rs.250—7—285—9—375—10—425.	
113	Stenographer .. ..	Rs.120—250 ..	(i) Rs.250—7—285—9—375—10—425. (ii) Rs.300—8—340—10—440—12—500.	(i) For seven Stenographers. (ii) For one Stenographer attached to the Director of Fruit Utilization.
114	Senior Clerk, etc.	Rs.120—220	Rs.230—6—290—8—330—10—380.	
115	Assistant Accountant/Cashier.	Rs.120—250	Rs.250—7—285—9—375—10—425.	
116	Mechanic ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	




Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
117	Supervisor, Horticulture Inspector, Plant Protection Supervisor, Assistant Supervisor, Nursery Fieldman Agriculture Supervisor, Horticulture Supervisor.	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
118	Supervisor Fruit Preservation	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
119	Fieldman/Laboratory Assistant.	Rs.100—180	Rs.230—6—290—8— 330—10—380.	
120	Laboratory Assistant/Instructor.			
121	Junior Lady Instructor			
122	Assistant Junior Instructor			
123	Clerk-cum-Store Keeper/ Cashier/Storekeeper Clerk/ typist etc.	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
124	Dark Room Assistant	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
125	Laboratory Assistant	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
126	Boiler Attendant	Rs.80—140	Rs.185—3—215—4— 235—6—265.	
127	Driver ..			
128	Tractor Driver ..			
129	Tube-well Operator			
130	Project Operator	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
131	Driver ..			
132	Mistri/Mistri-cum-Blacksmith			
133	Survey Amin			
134	Head Chaukidar, Head Plant propagator, Plant Propogator-cum-seed Breeder.	Rs. 65—90	Rs. 170—2—190—3— 205—4—225.	
135	Fitter-cum-blacksmith	Rs. 65—90		
136	Daftari	Rs. 60—80		
137	Horticulture Chaudhery/Chaudhary/Head Mali.	Rs. 60—80		
138	Orderly Peon/Peon/Chaukidar /Dak Runner.	Rs. 55—75	Rs. 165—2—185—3—215	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
139	Sweeper ..	Rs. 55—75	Rs. 165—2—185—3—215.	
140	Cleaner, Tractor Cleaner ..			
141	Fireman ..			
142	Jamadar/Production Attendant/Attendant/Refrigerator Attendant.			
143	Attendant/Laboratory Attendant.			
144	Mali/Skilled Mali/Literate Mate/Attendant/Farm Attendant/Plant Protection Attendant/Mazdoor/Forest Guard/Dairyman/Porter/Hunter/Laboratory Attendant/Mali and Laboratory Attendant/Chainman.			
145	Assistant Fitter ..			



सत्यमेव जयते

### 30. ANIMAL HUSBANDRY DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) DIRECTORATE OF ANIMAL HUSBANDRY				
1	Director, Animal Husbandry	Rs. 1,800—2,000	Rs. 1,900—50—1,950—75—2,250.	
2	Additional Director, Animal Husbandry.	Rs. 1,600—1,800	Rs. 1,600—50—1,850—75—2,000.	
3	Deputy Director, Animal Husbandry.	 नमो भगवते वासुदेवाय	Rs. 800—50—1,450	
4	Deputy Director, Biological Products Section.			
5	Deputy Director, Saghan Pashu Vikas Khand.			
6	Deputy Director, (Head-quarters).			
7	Deputy Director, Poultry ..			
8	Deputy Director, Small Cattles			
9	Deputy Director (Rinderpest Control).			
10	Deputy Director (General, Sheep, Wool, Research Station, Pashulok).			
11	Senior Research Officer, Poultry and Piggery Products, Central Dairy Farm.			
12	Research Officer, Forensic Laboratory.			
13	General Manager, Central Dairy Farm, Aligarh :	Rs. 1,000—1,500	Rs. 1,150—50—1,700	
14	Principal, Model Training cum-Production Centre, Bakshi-Ka-Talab, Lucknow.	Rs. 600—1,250	Rs. 800—50—1,450	
15	Deputy Director, Key Village Scheme, Head Office.	Rs. 600—1,250	Rs. 800—50—1,450	
16	Deputy Director, Animal Husbandry, Region.	Rs. 600—1,250	Rs. 800—50—1,450	
17	Accounts Officer	Rs. 400—1,000	Rs. 650—30—800—40—1,000—50—1,300.	
18	Senior Research Officer (Fodder and Grain).	Rs. 400—1,000	Rs. 650—30—800—40—1,000—50—1,300.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
19	District Livestock Officer ..			
20	Bacteriologist, Biological Products Section.			
21	Seriologist, Biological Products Section.			
22	Poultry Development Officer			
23	Assistant Director (Planning)			
24	Livestock Marketing Officer			
25	Assistant Disease Investigation Officer (Sheep and Goat).			
26	Officer Incharge, Cross Breeding Scheme.			
27	Research Officer (Mastitis)..			
28	Officer Incharge, Sheep, Peepal Koti Breeding Farm.			
29	Assistant Rinderpest Officer			
30	Disease Control Officer Poultry.	Rs. 300—900	Rs. 550—30—700—40 900—50—1,200.	
31	Research Officer, (Poultry Ration).			
32	Officer-in-charge, Bacon Factory, Central Dairy Farm, Aligarh.			
33	Fodder Development Officer			
34	Assistant Director, Key Village Scheme.			
35	Assistant Research Officer (Standardisation).			
36	Officer Incharge, Stockman Training Class.			
37	Disease Control Officer (Pigs)			
38	Assistant Director (Saghan Pashu Vikas Khand).			
39	Officer Incharge, Service Training Class.			
40	Gaushala Development Officer			
41	Assistant Research Officer (Vaccine).			



सत्यमेव जयते

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
42	Animal Development Officer, Saghan Pashu Vikaskhand.			
43	Subject Matter Specialist, Saghan Pashu Vikas Khand, Aligarh.			
44	Subject Matter Specialist (Artificial Insemination).			
45	Subject Matter Specialist (Sheep).			
46	Officer Incharge, Piggary Development Block, Aligarh.			
47	Farm Manager, State Livestock Farm, Chuck Gajaria.			
48	Research Officer, Piggary and Poultry Products.			
49	Farm Manager, Cattle Breeding-cum-Dairy Farm, Kalsi.			
50	Officer Incharge, Woolgrading and Disposal.	Rs. 300—900	Rs. 550—30—700—40 900—50—1,200.	
51	Project Officer, Sheep and Wool Development.			
52	District Sheep and Wool Development Officer.			
53	Sterility Officer ..			
54	Senior Veterinary Doctor			
55	Carcass Utilization Officer, Dead Cattle Utilization Officer.			
56	Manager (Technical), Bakshi-Ka-Talab.			
57	Manager, Footwear and Leather Utilization.			
58	Statistician ..			
59	Accounts Officer (Region) ..			
60	Farm Manager, Government Livestock and Agriculture Farm.			
61	Assistant Director (Region) ..			
62	Project Officer (Poultry) ..			
63	Senior Poultry Specialist ..			



सत्यमेव जयते

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
64	Assistant Agricultural Engineer (Region).	Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
65	Assistant Electrical-cum-Mechanical Engineer (Biological Products Section).			
66	Sullage Promotion Officer ..			
67	District Livestock Officer ..	Rs. 250—600	.. Rs. 500—25—600—30—800—50—1,000.	
68	Artificial Insemination Officer	Rs. 250—550	Rs. 450—25—700—30—850.	
69	Officer Incharge, Semen Collection Centre.			
70	Lecturer, Stockman, Training Class.			
71	Lecturer, In-service Training Class.			
72	Officer Incharge, Hill Development Scheme, Ranikhet.			
73	Additional Accounts Officer	Rs. 250—750	.. Rs. 450—25—700—30—950.	
74	Personal Assistant to Director	Rs. 400—550	Rs. 500—25—750	
75	Assistant Poultry Development Officer.	Rs. 225—500	Rs. 450—25—700—30—850.	
76	Farm Manager, Poultry	Rs. 250—550	Rs. 450—25—700—30—850.	
77	Lecturer (three months' Course), Poultry.			
78	Lecturer (Fodder), Chack, Gajaria.	Rs. 250—550	Rs. 450—25—700—30—850.	
79	Veterinary Officer			
80	Veterinary Inspector			
81	Farm Superintendent			
82	Senior Research Assistant			
83	Research Assistant			
84	Sheep Supervisor			
85	Sheep and Wool Development Officer.			
86	Technical Assistant			
87	Veterinary Assistant Surgeon			
88	Demonstrator ..	Rs. 225—500		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
89	Research Assistant ..	Rs. 225—500	Rs. 450—25—700—30—850	
90	Junior Research Assistant			
91	Assistant Disease Diagnosis Officer.			
92	Senior Poultry Inspector ..			
93	Farm Manager			
94	Farm Superintendent ..			
95	Assistant Project Officer ..			
96	Live-Stock Market Intelligence Officer.	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
97	Wool Classification Supervisor			
98	Field Officer ..			
99	Mechanical Engineer-cum-Workshop Superintendent, Central Dairy Farm.			
100	Hide Development Officer			
101	Field Extension and Publicity Officer.			
102	Assistant Dairy Manager, Central Dairy Farm.			
103	Wool Analyst ...	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	
104	Technical Assistant (Fodder)			
105	Senior Agriculture Inspector			
106	Technical Assistant, Agriculture.			
107	Farm Superintendent ..			
108	Research Assistant (Agriculture and Horticulture).			
109	Senior Auditor ..			
110	Assistant Dairy Manager ..	Rs. 200—400	Rs. 350—15—500—20—600—25—700.	
111	Foreman Mechanic ..			
112	Accountant			
113	Livestock Marketing Inspector			
114	Farm Manager ..			
115	Bin Inspector (Group-I)			
116	Shearing Inspector ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
117	Store Supervisor ..	Rs. 200—400	Rs. 350—15—500—20— 600—25—700.	
118	Assistant Publicity Officer ..			
119	Assistant Hide Development Officer (Group I).			
120	Senior Caracass-Utilization Inspector.			
121	Chief Instructor ..			
122	Technical Assistant (Training)			
123	Senior Technical Assistant ..			
124	Senior Fodder Instructor ..			
125	Assistant Statistician ..			
126	Diary Incharge ..			
127	Sales Supervisor ..	Rs. 180—380	Rs. 325—10—425—12— 485—15—575.	
128	Purchase Officer ..			
129	Assistant Accounts Officer ..			
130	Artist and Photographer ..			
131	Electrical-cum-Mechanical Supervisor.			
132	Overseer ..			
133	Caretaker ..			
134	Tractor Mechanic ..			
135	Generator Operator ..			
136	Chemist ..	Rs. 150—350	Rs. 300—10—350—12— 470—16—550.	
137	Assistant Sales Manager ..			
138	Designer-cum-Checker ..			
139	Bottomer-cum-Finisher ..			
140	Senior Statistical Assistant			
141	Statistical Assistant ..			
142	Group II Assistant ..			
143	Fodder Inspector ..			
144	Draftsman ..			
145	Pig Purchases Supervisor ..	Rs. 160—280	Rs. 280—8—320—9— 410—10—450.	
146	Livestock Marketing Inspector and Auction Organiser.			



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1.	2	3	4	5
147	Assistant Development Officer	Rs. 160—280	Rs. 280—8—320—9— 410—10—450.	
148	Motor Mechanic ..			
149	Chargeman-cum-Pressor			
150	Creamery Supervisor ..			
151	Cultivation Incharge ..			
152	Junior Auditor ..	Rs. 140—280	Rs. 280—8—320—9— 410—10—450.	
153	Graduate Assistant ..			
154	Tractor Mechanic ..			
155	Refrigerator Mechanic ..			
156	Computer (Marketing) ..			
157	Chief Mechanic ..			
158	Technical Assistant-cum-Machine Operator.			
159	Hide Flaying Inspector ..			
160	Gosadan Manager II ..			
161	Electrical Supervisor ..			
162	Workshop Supervisor ..	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
163	Poultry Inspector ..			
164	Salesman ..			
165	Computer ..			
166	Statistical Assistant			
167	Progress Assistant	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
168	Publicity Inspector			
169	Salesman ..			
170	Livestock Supervisor			
171	Computer ..			
172	Boiler Driver-cum-Mechanic	Rs. 120—220 (Trained).	Rs. 230—6—290—8— 330—10—330.	Trained.
173	Group III Assistant ..			
174	Medical Compounder ..	Rs. 80—140 (Untrained).	Rs. 185—3—215—4— 235—6—265.	Untrained.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
175	Security Officer ..	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	Ten per cent posts of Stockman may be in the selection grade of Rs. 250—425.
176	Technical Assistant ..			
177	Fodder Assistant ..			
178	Poultry Supervisor ..			
179	Stockman (3rd Grade) ..			
180	Stockman ..	Rs. 80—140		
181	Milk Recorder, Third Grade	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
182	Wool Grader ..			
183	Electrician-cum-Blacksmith			
184	Electrician-cum-Mechanic ..			
185	Boiler Machanic			
186	Mechanic (III) ..			
187	Cattle Utilization Inspector			
188	Head Assistant ..	Rs. 350—450	Rs. 450—25—700	
189	Head Clerk ..	Rs. 160—320	Rs. 300—8—340—10— 440—12—500.	
190	Stenographer ..	Rs. 160—320	Rs. 300—8—340—10— 440—12—500.	One post of Stenographer may be in the selection grade of Rs. 400—600.
191	Senior Noter and Drafter ..	Rs. 140—280	Rs. 280—8—320—9— 410—10—450.	
192	Head Clerk ..	Rs. 150—260		
193	Stenographer ..	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
194	Statistical Clerk ..			
195	Librarian ..	Rs. 120—220.	Rs. 230—6—290—8— 330—10—380.	
196	Junior Noter and Drafter ..			
197	Senior Clerk ..			
198	Camp Clerk ..			
199	Clerk (Accounts Audit) ..			
200	Cashier ..			
201	Storekeeper ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
202	Office Clerk ..	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
203	Accountant-cum-Cashier ..			
204	Accountant-cum-Typist Enumerator.			
205	Camp Clerk ..	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
206	Junior Clerk ..			
207	Routine Clerk			
208	Clerk and Typist ..			
209	Routine Clerk and Typist ..			
210	Clerk ..			
211	Accounts Clerk ..			
212	Storekeeper ..			
213	Typist ..			
214	Clerk (III) ..			
215	Typist ..	Rs. 75 Fixed	Rs. 200 Fixed.	
216	Accountant-cum-Typist ..			
217	Accountant-cum-Storekeeper			
218	Munshi and Clerk ..			
219	Paid Apprentice ..	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
220	Salesman/Manager ..			
221	Supervisor ..			
222	Compounder (Trained) ..			
223	Publicity Supervisor ..	Rs. 100—160	Rs. 200—5—250—6—280—8—320.	
224	Laboratory Assistant ..			
225	Tracer ..	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
226	Motor Driver (Truck) ..			
227	Tractor Driver			
228	Tractor Operator			
229	Electrician ..	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	
230	Farm Mechanic ..			
231	Horticulture Chowdhry ..			
232	Laboratory Assistant ..			
233	Tube-well Operator ..			
234	Tractor-cum-Tube-well Operator.			

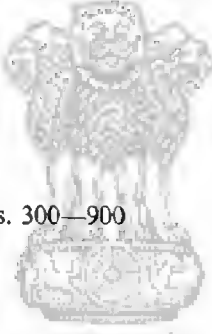
Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
235	Glass Blower ..	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
236	Electrician-cum-Machanic			
237	Gutt Master (III) ..			
238	Master Flayer (III) ..			
239	Boiler Driver-cum-Mechanic (III).			
240	Recorder (III) ..	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
241	Driver (Jeep) ..			
242	Farm Mechanic ..			
243	Supervisors ..			
244	First Aider ..			
245	Mechanic-cum-Project Operator (III).			
246	Electrician ..			
247	Compounder (Veterinary) Untrained ..			
248	Cultivation Assistant ..			
249	Milk Recorder ..			
250	Cattle Record Keeper ..			
251	Blacksmith, Carpenter, Oil Engine Driver; Tubewell Operator.	Rs. 65—90	Rs. 170—2—190—3— 205—4—225.	
252	Time-keeper ..			
253	Electrician-cum-Blacksmith-cum-Mechanic.			
254	Carpenter ..			
255	Grinder ..			
256	Supervisors, Skilled Workers	Rs. 60—80	Rs. 170—2—190—3— 205—4—225.	
257	Tube-well Operator ..			
258	Jamadar Master, Shephard, Daftari, etc.			
259	Bundle Lifter ..			
260	Milk Recorder ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5

261	Laboratory Attendant, Orderly, Peon, Milker, Mate Cultivation, Dairy Chaukidar, Waterman, Sweeper, Godownman, Syce, Ploughman, Poultry Attendant, Sick Attendant, Grasscutter, Mali, Herdsman, Shepherd, Grazier, Goatman, Cartman, Truck Cleaner, Cleaner, Sweeper-cum-Chaukidar, Jamadar, Bullock Man, Gardencoolie, Thelaman, Kamdar, Caracass Lifter, Tractor Cleaner, Dak Runner, Oil Engine Cleaner, Inferior Servant, Deliveryman, Attendant and Field Workers, Literate Attendant, Porter, Machine Cleaner, Bull Attendant, Semen Carrier, Semi-skilled Workers.	Rs. 55—75	Rs. 165—2—185—3—215.	
-----	--	-----------	----------------------	--

## (2) U. P. PASHU CHIKITSA AND PASHUPALAN MAHAVIDYALAYA, MATHURA

1	Principal	.. Rs. 1,200—1,700	Rs. 1,600—50—1,850—75—2,000.
2	Professor	.. Rs. 1,000—1,500	Rs. 1,150—50—1,700.
3	Veterinary Investigation Officer.	Rs. 1,000—1,500	
4	Research Officer	.. Rs. 1,000—1,500	
5	Senior Scientist (Poultry Project).	Rs. 1,000—1,500	
6	Reader	.. Rs. 700—1,200	Rs. 800—50—1,450.
7	Research Officer (Synchronization).		
8	Senior Research Officer (Plant Breeding).		
9	Senior Research Officer (Animal Nutrition).		
10	Chief Pathologist (Jagjeeti and Meri Scheme).		
11	Senior Research Officer (Virus)	Rs. 600—1,250	.. Rs. 800—50—1,450.
12	Senior Research Officer (Respiratory Disease of Poultry).		
13	Epidemiologist	..	
14	Virologist	..	
15	Superintendent (L. R. S.)		
16	Senior Scientist (Saliva)		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
17	Assistant Professor ..	 नमो भगवते वासुदेवाय	Rs. 300—900      Rs. 550—30—700—40 - 900—50—1,200.	
18	Farm Manager ..			
19	Research Officer (Animal Nutrition). ..			
20	Assistant Research Officer (Pashulok).			
21	Assistant Research Officer (Chak Ganjaria)			
22	Officer I/c (Pasture)			
23	Statistician ..			
24	Assistant Pathologist ..			
25	Assistant Virologist ..			
26	Assistant Bio-Chemist ..			
27	Research Officer (A. I.) ..			
28	Research Officer (Heritability).			
29	Research Officer (Para Unit) )			
30	Research Officer (Parasitology)			
31	Research Officer (Viroduct)			
32	Research Officer (Respiratory-Diseases).			
33	Research Officer (Semen) ..			
34	Research Officer (Enterobacterial).			
35	Research Officer (Progeny-Testing).			
36	Scientist ..			
37	Research Officer (Agronomy)			
38	Junior Poultry Geneticist			
39	Junior Poultry Pathologist			
40	Senior Poultry Nutritionist			
41	Statistician ..			
42	Farm Manager ..			
43	Medical Officer ..			
44	Research Officer (Pneumonia Scheme).			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
45	Research Officer (Pig Disease Protection).	Rs. 300—900	Rs. 550—300—700—40—900—50—1,200.	
46	Assistant Accounts Officer	Rs. 250—750	Rs. 450—25—650—30—800—50—950.	Plus Rs. 50 as special pay.
47	Lecturer	Rs. 250—550	Rs. 450—25—700—30—850.	
48	Lecturer, Agricultural Economics and Statistics.			
49	Lecturer, Agriculture Fodder Crops.			
50	Assistant Animal Husbandry Training Officer.			
51	Assistant Research Officer (Pasture).			
52	Junior Research Officer (D. and P.).			
53	Junior Research Officer (Pashulok).			
54	Poultry Manager			
55	Assistant Research Officer (Virus).			
56	Junior Research Officer (Synchronization).			
57	Assistant Investigation Officer (Indigenous System Scheme).	Rs. 250—550	Rs. 450—25—700—30—850.	
58	Junior Research Officer (Pig Disease Protection).			
59	Senior Research Assistant			
60	Veterinary Surgeon			
61	Assistant Veterinary Investigation Officer.			
62	Junior Research Assistant	Rs. 225—500	Rs. 400—15—475—20—575—25—750.	
63	Instructor Social Science			
64	Demonstrator			
65	Research Assistant	Rs. 225—500 Rs. 200—450	Rs. 500—25—750	
66	Personal Assistant to Principal.	Rs. 350—550		
67	Head Librarian	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
68	Instruments Technician	Rs. 200—400	Rs. 350—15—500—20—600—25—700.	
69	Assistant Farm Manager			
70	Assistant Statistician ..			
71	Superintendent Production			
72	Cine Photo Artist ..	Rs. 180—380	Rs. 325—10—375—12—495—16—575.	
73	Librarian ..	Rs. 150—350	Rs. 300—10—350—12—470—16—550.	
74	Overseer (Building)	Rs. 175—300	Rs. 300—8—340—10—440—12—500.	
75	Mechanical Supervisor			
76	Electrical Mechanical Overseer.			
77	Head Assistant ..	Rs. 160—320		
78	Stenographer ..	Rs. 160—320		
79	Cultivation Incharge Agriculture.	Rs. 150—260	Rs. 280—8—320—9—410—10—450.	
80	Farm Assistant			
81	Tractor Mechanic			
82	Refrigerator Mechanic			
83	Head Clerk (Accounts)			
84	Head Clerk (L. R. S.)			
85	Steno-cum-Clerk/Steno-Cum-typist	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
86	(a) Computer ..	Rs. 140—280	Rs. 280—8—320—9—410—10—450.	
	(b) Computer ..	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
87	Stenographer to Principal	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	
88	Statistical Assistant			
89	Poultry Inspector			
90	Laboratory Technicians	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
91	Poultry Inspector			
92	Egg Grader			
93	X-ray Technician ..	Rs. 120—220	Rs. 250—7—285—9—375—10—425.	
94	Boiler Mechanic	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
	A Cashier			
	Medical Compounder			



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
96	Riding Instructor	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
97	Ferrier			
98	Senior Dairy Assistant			
99	Dairy Assistant			
100	Cultivation Assistant			
101	Stockman	(i) Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
		(ii) Rs. 80—140		
101	Poultry Supervisor	(i) Rs. 120—230		
		(ii) Rs. 100—180		
102	Physical Training Instructor	Rs. 120—250	Rs. 230—6—290—8— 330—380.	
103	Store Keeper	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
104	Laboratory Assistant/Technical Assistant.	Rs. 100—160		
105	Veterinary Compounder	Rs. 100—180		
106	Production Assistant			
107	Cataloguer			
108	Plumber and Fitter			
109	Additional Cashier			
110	Routine Clerk, Typist, Clerk-cum-Typist, Clerk			
110 (a)	Noter Drafter/Senior Clerk, Accounts Clerk, Record Keeper, Accountant, Camp Clerk.	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
111	Electrical and Mechanical Mechanic.	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
112	Mechanic (Carcass)			
113	Master Flayer			
114	Tractor Operator			
115	Electrician-cum-Tubewell Operator.			
116	Tubewell Mechanic			
117	Driver (Bus, Truck, Jeep, etc.)	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	For Heavy vehicles.
		Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	For Light vehicles.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
118	Surgical Assistant	Rs. 65—90	Rs. 185—3—215—4—235—6—265.	
119	Gas Mechanic	Rs. 65—90	Rs. 170—2—190—3—205—4—225.	
120	X-Ray Attendant			
121	Supervisor			
122	Carpenter-cum-Blacksmith			
123	Book Binder	Rs. 60—80	Rs. 170—2—190—3—205—4—225.	
124	Semen Collector			
125	Daftari			
126	Tubewell Operator			
127	Library Mate			
128	Field Man			
129	Master Shepherd			
130	Booklifter			
131	Library Mate	Rs. 55—75	Rs. 165—2—185—3—215.	
132	Senior Milkman/Milkman			
133	Laboratory Servant, Animal Laboratory Attendant.			
134	College Servant			
135	Sweeper			
136	Poultry Attendant			
137	Waterman			
138	Cleaner (Poultry)			
139	Herdsmen			
140	Anti Malaria Labourer			
141	Class room Attendant			
142	Hostel Attendant			
143	Boiler Attendant			
144	Library Attendant			
145	Carcass Lifter			
146	Farm Attendant			
147	Mali			



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
148	Gas House Attendant ..	Rs. 55—75 .. Rs. 165—2—185—3—215.		
149	Peon/Office Peon ..			
150	Orderly Peon ..			
151	Syce ..			
152	Waterman ..			
153	Bull Servant ..			
154	Fourth Class Employees ..			
155	Post Mortem-cum-Laboratory Attendant.			
156	Tractor Cleaner ..			
157	Chaukidar ..			
158	Bus Cleaner/Truck Cleaner			
159	Mate (Poultry) ..			
160	Cattle Attendant ..			
161	Animal Attendant ..			
162	Small Animal Attendant ..			
163	House Attendant ..			

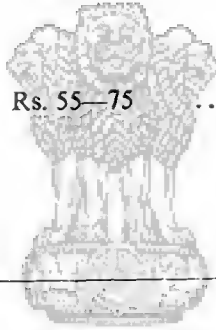
## (3) DIRECTORATE OF FISHERIES

1	Director of Fisheries ..	Rs. 1,500—1,700 ..	Rs. 1,600—50—1,850—75—2,000.
2	Deputy Director, Fisheries (Research).	Rs. 600—1,250 ..	Rs. 800—50—1,450.
3	Deputy Director, Fisheries (Extension).		
4	Deputy Director, Fisheries (Induced Breeding).		
5	Deputy Director, Fisheries (Reservoir).		
6	Deputy Director, Fisheries (Seed).	Rs. 300—900 ..	Rs. 550—30—700—40—900—50—1,200.
7	Assistant Director, Fisheries (Planning).		
8	Assistant Director, Fisheries (Development).		
9	Research Officer, (Chemistry)		
10	Research Officer, (Induced Breeding) Fisheries.		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
11	Gear Technologist ..	Rs. 300—900	.. Rs. 550—30—700—40—900—50—1,200.	
12	Fish Farms Specialist ..			
13	Assistant Director, Fisheries, Incharge Rihand.			
14	Assistant Director, Fisheries (Training).			
15	Accounts Officer ..	Rs. 250—750	.. Rs. 450—25—650—30—800—50—950.	
16	Assistant Director, Fisheries (Circles).			
17	Personal Assistant ..	Rs. 400—550	.. Rs. 500—25—750.	
18	Chemist ..	Rs. 250—550	.. Rs. 400—15—475—20—575—25—750.	
19	Lecturer ..	Rs. 225—500	.. Rs. 400—15—475—20—575—25—750.	
20	Head Assistant ..	Rs. 350—450	.. Rs. 450—25—700.	
21	Senior Research Assistant (Chemistry).	Rs. 200—450	.. Rs. 350—15—500—20—600—25—700.	
22	Senior Research Assistant (Zoology).			
23	Senior Research Assistant (Botany).			
24	Mechanic (Foreman) ..			
25	Senior Auditor ..	Rs. 200—400	.. Rs. 350—15—500—20—600—25—700.	
26	Statistical Investigator ..			
27	Senior Fisheries Inspector			
28	Technical Assistant ..			
29	Accountant (qualified) ..	Rs. 160—320	.. Rs. 300—8—340—10—440—12—500.	
30	Head Clerk ..			
31	Stenographer (Headquarters)			
32	Overseer ..	Rs. 175—300	.. Rs. 300—8—340—10—440—12—500.	
33	Draftsman ..	Rs. 160—280	.. Rs. 280—8—320—9—410—10—450.	
34	Junior Auditor ..			
35	Research Assistant (Chemistry)			
36	Research Assistant (Biology)			
37	Demonstrator ..	Rs. 140—280	.. Rs. 280—8—320—9—410—10—450.	
38	Fisheries Inspectors			
39	Senior Noter and Drafter ..	Rs. 140—280	.. Rs. 280—8—320—9—410—10—450.	

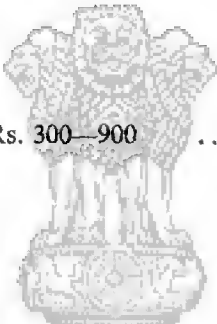
Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
40	Head Clerk, Regional Deputy Director, Fisheries Offices.	Rs. 150—260	Rs. 280—8—320—9—410—10—450	
41	Statistical Assistant	Rs. 120—250	Rs. 250—7—285—9—375—10—425.	Government may prescribe higher qualifications for the posts mentioned at serial nos. 44, 45, 46 and 48.
42	Computer			
43	Field Assistant cum-Project Operator.			
44	Fisheries Development Worker.	Rs. 120—220	Rs. 230—6—290—8—330—10—380.	
45	Assistant Fisheries Warden			
46	Junior Technical Assistant			
47	Mechanic Refrigerater			
48	Mechanic Operator for Weed-cutter machine.			
49	Accountant			
50	Junior Noter and Drafter			
51	Cashier	Plus Rs. 15 as special pay for cashier.		
52	Camp Clerk			
53	Head Clerk and Senior Clerk for the Offices of Regional Deputy Directors, Assistant Directors Fisheries and other subordinate Offices.			
54	Mechanic for Motor Boat and Pumps.	Rs. 100—180	Rs. 200—5—250—6—280—8—320.	
55	Routine Clerk			
56	Statistical Assistant			
57	Clerks (Regions Offices of Assistant Director and Deputy Director of Fisheries)			
58	Store-keeper			
59	Senior Clerk-cum-Accountant			
60	Laboratory Assistant	Rs. 100—160		
61	Laboratory Assistant			
62	Driver-Mechanic, Weed-cutter Machine.			
63	Driver for Heavy vehicles	Rs. 80—140	Rs. 185—3—215—4—235—6—265.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
64	Driver for Light vehicles ..	Rs. 75—115 ..	Rs. 175—3—205—4— 225—5—250.	
65	Motor Boat Driver ..			
66	Driver-cum-Mechanic ..			
67	Daftari ..	Rs. 60—80 ..	Rs. 170—2—190—3— 205—4—225.	
68	Jamadar ..			
69	Tube-well Operator ..			
70	Pump Driver ..			
71	Fisherman ..	Rs. 60—80 ..	Rs. 165—2—185—3— 215.	
72	Fieldman ..			
73	Fieldman, Net maker, Helper (Machineman).	Rs. 55—75 ..	Rs. 165—2—185—3— 215.	
74	Fish Guard ..			
75	Laboratory Attendant ..			
76	Mali, Cleaner, Chaukidar, Orderly Peon/Peon, Sweeper.			



सत्यमेव जयते

### 31. CANE AND CO-OPERATIVE DEPARTMENTS

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) CANE COMMISSIONER'S ORGANIZATION				
1	Cane Commissioner	.. The post is held by an I. A. S. Officer.		
2	Deputy Cane Commissioner	Rs. 600—1,250 ] ..	Rs. 800—50—1,450	Government may sanction one post in the higher scale of Rs. 900—50—1600.
3	Senior Statistical Officer	Rs. 400—1,000	Rs. 650—30—800—40—1,000—50—1,300.	
4	Executive Engineer ..	Rs. 400—1,000		
5	Assistant Cane Commissioner	Rs. 400—1,000		
6	District Cane Officer		Rs. 550—30—700—40—900—50—1,200.	
7	Cane Protection Officer			
8	Manure Officer			
9	Statistical Officer			
10	Soil Chemist			
11	Accounts Officer	Rs. 250—750 ..	Rs. 450—25—650—30—800—50—950.	
12	Accounts Officer			
13	Audit-cum-Accounts Officer			
14	Cane Inspector ..	Rs. 300—900 ..	Rs. 550—30—700—40—900—50—1,200.	
15	Assistant Statistical Officer	Rs. 225—500 ..	Rs. 400—15—475—20—575—25—750.	
16	Assistant Training Officer ..	Rs. 200—450	Rs. 350—15—500—20—600—30—700.	
17	Regional Publicity Officer ..	Rs. 200—400		
18	Assistant Regional Publicity Officer.	Rs. 200—400		
19	Senior Cane Development Inspector.	Rs. 200—450		
20	Training Officer ..	Rs. 225—500 ] ..	Rs. 400—15—475—20—575—25—750.	
21	Cane Protection Inspector ..	Rs. 200—450	Rs. 350—15—500—20—600—25—700.	
22	Statistical Assistant/Senior Statistical Assistant. ..	Rs. 200—400 ]		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
23	Manure Officer ..	Rs. 200—450	Rs. 350—15—500—20— 600—25—700.	
24	Technical Assistant ..	Rs. 200—450		
25	Senior Chemical Assistant ..	Rs. 200—450		
26	Senior Entomological Assistant ..	Rs. 200—450		
27	Senior Mychological Assistant	Rs. 200—450		
28	Senior Agronomical Assistant	Rs. 200—450		
29	Cane Development Inspector	Rs. 160—280	Rs. 280—8—320—9— 410—10—450.	
30	Assistant Cane Protection Inspector ..	Rs. 160—280		
31	Instructor ..	Rs. 160—280		
32	Manure Inspector ..	Rs. 160—280		
33	Publicity Inspector (Mechanical).	Rs. 150—260		
34	Publicity Inspector (Technical)	Rs. 150—260		
35	Publicity Inspector (Journalist).	Rs. 160—280	Rs. 300—8—340—10— 440—12—500.	
36	Draftsman Artist ..	Rs. 175—300		
37	Junior Agronomical Assistant	Rs. 160—280		
38	Junior Chemical Assistant ..	Rs. 160—280	Rs. 250—7—285—9— 375—10—425.	
39	Junior Statistical Assistant	Rs. 120—250		
40	Computer ..	Rs. 120—250		
41	Compiler ..	Rs. 120—250	Rs. 230—6—290—8— 330—10—380.	
42	Camera Man ..	Rs. 120—220		
43	Senior Field Assistant ..	Rs. 120—220		
44	Senior Field Man ..	Rs. 120—220		
45	Senior Field Supervisor ..	Rs. 120—220		
46	Draftsman ..	Rs. 120—220		
47	Cane Assistant ..	Rs. 100—180	Rs. 450—25—575—25— 700.	
48	Head Assistant ..	Rs. 350—450		
49	Regional Accountant/Accountant	Rs. 200—400		
50	Statistician ..	Rs. 120—250	Rs. 350—15—500—20— 600—25—700.	
51	Statistician Clerk ..			
			Rs. 250—7—285—9— 375—10—425.	



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
52	Head Clerk	.. Rs. 150—260	.. Rs. 280—8—320—9—410—10—450.	
53	Senior Clerk	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
54	Junior Clerk	.. Rs. 100—180	.. Rs. 200—5—250—6—280—8—320.	
55	Senior Noter and Drafter	.. Rs. 140—280	.. Rs. 280—8—320—9—410—10—450	
56	Librarian	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380	
57	Paid Apprentice	.. Rs. 75 Fixed	.. Rs. 200 Fixed	
58	Accounts Clerk	.. Rs. 120—220	.. Rs. 230—6—290—8—330—10—380.	
59	Stenographer	.. Rs. 160—320	.. Rs. 300—8—340—10—440—12—500	Selection grade 15 per cent in the scale of Rs. 400—20—600.
60	Kshetriya Anusandhata	.. Rs. 200—400	.. Rs. 350—15—500—20—600—25—700.	
61	Stenographer	.. Rs. 120—250	.. Rs. 250—7—285—9—375—10—425.	
62	Driver	.. Rs. 80—140	.. Rs. 185—3—215—4—235—6—265.	For Heavy Vehicles.
		Rs. 75—115	.. Rs. 175—3—205—4—225—5—250	For Light Vehicles.
63	Cinema Operator	.. Rs. 80—140	.. Rs. 185—3—215—4—235—6—250.	
64	Ganna Gram Sewak	.. Rs. 65—90	.. Rs. 170—2—190—3—205—4—225.	
		Rs. 75—115	.. Rs. 175—3—205—4—225—5—250.	
65	Posta Bandar Dastari	Rs. 60—80	Rs. 170—2—190—3—	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(2) REGISTRAR, CO-OPERATIVE SOCIETIES				
1	Registrar	..	The post is at present held by an I. A. S. Officer.	In case a departmental officer is promoted as Registrar, he may be allowed the same scale of pay as is allowed to the Heads of the departments.
2	Additional Registrar	.. Rs.750—1,400	..	Rs. 900—50—1,600
3	Superintendent of Police	.. Rs.740—1,300	..	This officer will draw his grade pay as in the I. P. S.
4	Deputy Registrar	} Rs.600—1,250	..	Rs. 800—50—1,450
5	Processing Adviser			
6	Agriculture Officer			
7	Education-cum-Publicity Officer.			
8	Dairy Development Officer			
9	Senior Accounts Officer			
10	Accounts Officer	.. Rs. 400—1,000	..	Rs. 650—30—800—40—1,000—50—1,300.
11	Deputy Superintendent of Police.	of Rs. 300—900	..	As in Police Department.
12	Senior Public Prosecutor	.. Rs.300—900	..	As in Police Department.
13	Assistant Registrar	} Rs.300—900	..	Rs.550—30—700—40—900—50—1,200.
14	Recovery Officer			
15	Subject Matter Specialist (Co-operative).			
16	Principal			
17	Sahkari Pariksha Adhikari			
18	Pharmaceutical Expert			
19	Assistant Agricultural Officer			
20	Dairy Managers			
21	Deputy Dairy Development Officer.			
22	Dairying Surveyor			
23	Accounts Officer			
24	Accounts Officer and Regional Accounts Officer.	Rs.250—750	..	Rs.450—25—650—30—800—50—950.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
25	Personal Assistant ..	Rs.400—550	} Rs.500—25—625—25—750.	
26	Secretary ..	Rs.350—550		
27	Head Assistant ..	Rs.350—450	.. Rs.450—25—575—25—700.	
28	Co-operative Inspector ..	} Rs.200—450	.. Rs.350—15—500—20—600—25—700.	
29	Senior Agriculture Inspector			
30	Co-operative Instructor Class I (Consumers) ..			
31	Lecturer ..			
32	Co-operative Inspector Gr. I (H. V. P.)	Rs.200—450	} .. Rs. 350—15—500—20—600—25—700.	
33	Senior Milk Inspector ..	Rs.200—450		
34	Executive Officer ..	Rs.200—450		
35	Senior Parilekha Nirikshak	Rs.200—400		
36	Publicity Field Assistant ..	Rs.200—400		
37	Field Assistant ..	Rs.200—400	} Rs. 400—15—475—20—575—25—750.	
38	Public Prosecutor ..	Rs.250—550		
39	Police Inspector ..	Rs.225—550	.. Rs.400—15—475—20—575—25—750.	
40	Assistant Accounts Officer ..	Rs.200—450	} Rs.350—15—500—20—600—25—700.	
41	(a) Accountant ..	Rs.200—400		
	(b) Cost Assistant ..	Rs.200—400		
42	Overseer ..	Rs. 175—300	.. Rs.300—8—340—10—440—12—500.	
43	Inspector, Group II ..	Rs. 160—280	} Rs.280—8—320—9—410—10—450.	
44	Dairy Incharge ..	Rs. 160—280		
45	Sales Incharge ..	Rs.160—280		
46	Chemist (Milk) ..	Rs. 160—280		
47	Assistant Dairy Engineer ..	Rs. 160—280		
48	Assistant Technical Officer (Milk).	Rs. 160—280	} Rs.230—6—290—8—330—10—380.	
49	Assistant Development Officer (Co-operative)	Rs. 160—280		
50	Grading Assistant (Pharmaceutical).	Rs. 120—220	} Rs.230—6—290—8—330—10—380.	
51	Assistant Co-operative Inspector.	Rs. 120—220		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
52	Village Level Worker ..	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
53	Head Clerk (Headquarters) ..	Rs. 160—320	Rs. 300—8—340—10— 440—12—500.	Ten per cent of of Steno- graphers may be in the selection grade of Rs. 400—20 600.
54	Stenographer ..	Rs. 160—320		
55	Noter and Drafter ..	Rs. 140—280	Rs. 280—8—320—9— 410—10—450.	
56	Head Clerk (Region) ..	Rs. 150—260		
57	Stenographers ..	Rs. 120—250	Rs. 250—7—285—9— 375—10—425.	
58	Assistant Accountant ..	Rs. 120—250		
59	Senior Clerk ..	Rs. 120—220	Rs. 230—6—290—8— 330—10—380.	
60	Junior Clerk ..	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
61	Paid Apprentices ..	Rs. 75 Fixed pay	Rs. 200 Fixed Pay.	
62	Agricultural Supervisor } ..	Rs. 100—180	Rs. 200—5—250—6— 280—8—320.	
63	Milk Supervisors } ..			
64	Statistical Assistant } ..			
65	Government Supervisors } ..			
66	Grading Assistants ..	Rs. 100—180		
67	Farm Supervisor ..	Rs. 100—180		
68	Grading Supervisor ..	Rs. 100—180		
69	Laboratory Assistant ..	Rs. 100—160		
70	Mechanic ..	Rs. 80—140	Rs. 185—3—215—4— 235—6—265.	
71	Driver ..	Rs. 75—115	Rs. 175—3—205—4— 225—5—250.	
72	Book Binder ..	Rs. 60—80	Rs. 170—2—190—3— 205—4—225.	
73	Tubewell Operator ..	Rs. 60—80		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
74	Office peon, Orderly Peon, Chaukidar, Depotman, Laboratory Attendant, Porter, Mali, Farrash, Cleaner, Fireman, Dairy boy, Messenger, Grading Attendant, Sweeper, Water man, Tindail Peon-cum-Chaukidar, Demonstration Attendant.	Rs. 55—75	Rs. 165—2—185—3—215.	

## (3) CO-OPERATIVE ADMINISTRATIVE TRIBUNAL

1 Chairman .. Rs. 800—1,800 *Plus*  
Rs. 150 Special  
pay

He may be allowed the same scale of pay and special pay as may be admissible to the District Judge in the Judicial Service.

2 Secretary .. Rs. 350—550 .. Rs. 500—25—750

3 Head Clerk .. Rs. 150—260 .. Rs. 280—8—320—9—410—10—450.

4 Stenographer .. Rs. 160—320 .. Rs. 300—8—340—10—440—12—500.

5 Senior Clerk .. Rs. 120—220 .. Rs. 230—6—290—8—330—10—380.

6 Typist-cum-Junior Clerk .. Rs. 100—180] .. Rs. 200—5—250—6—280—8—320.

7 Orderly, peon, Peon, Chaukidar. Rs. 55—75 .. Rs. 165—2—185—3—215.

### 32. PANCHAYATI RAJ DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) DIRECTORATE OF PANCHAYATI RAJ				
1	Director Panchayat Raj ..	..	..	The post is held by an officer of I. A. S. Cadre.
2	Joint Director Panchayat Raj ..	..	..	The post is held by an officer of the U. P. C. S. (Executive Cadre).
3	Deputy Director Panchayats (Accounts).	Rs. 400—1,000	..	The post is held by an officer of the U. P. Finance and Accounts Service.
4	Deputy Director Panchayats	Rs. 300—900	Rs. 650—30—800—40 1,000—50—1,300.	
2	Head Assistant ..	Rs. 350—450	.. Rs. 450—25—700	
3	Section Incharge ..	Rs. 160—320	.. (i) Rs. 300—8—340— 10—440—12—500.	
4	Chief Accountant ..	Rs. 160—320	.. (ii) Rs. 400—20—600.	For the post of Stenographer to the Director.
5	Stenographer ..	Rs. 160—320		
6	Senior Noter and Drafter ..	Rs. 140—280	.. Rs. 280—8—320—9— 410—10—450.	
7	Junior Noter and Drafter ..	Rs. 120—220	.. Rs. 230—6—290—8— 330—10—380.	
8	Nazir ..	Rs. 120—220		
9	Record Keeper ..	Rs. 120—220		
10	Accountant ..	Rs. 120—220		
11	Routine Grade Clerk ..	Rs. 100—180	.. Rs. 200—5—250—6— 280—8—320.	
12	Despatcher ..	Rs. 100—180		
13	Record Room Clerk ..	Rs. 100—180		
14	Typist ..	Rs. 100—180		
15	Accounts Clerk ..	Rs. 100—180		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
16	Paid Apprentice .	.. Rs. 75 Fixed	Rs. 200. Fixed	
17	Cyclostyle Operator	.. Rs. 60—80	.. Rs. 170—2—190—3— 205—4—225.	
18	Jamadar	.. Rs. 60—80		
19	Daftari ..	.. Rs. 60—80		
20	Bundle lifter	.. Rs. 60—80		
21	Orderly peon	.. Rs. 60—80		
22	Peon ..	.. Rs. 55—75	.. Rs. 165—2—185—3— 215.	
23	Farrash ..	.. Rs. 55—75		
24	Chowkidar ..	.. Rs. 55—75		
25	Mali ..	.. Rs. 55—75		
26	Sweeper ..	.. Rs. 55—75		
27	Driver ..	.. Rs. 75—115	.. Rs. 175—3—205—4— 225—5—250.	

#### District Administration

1	District Panchayat Raj Officer	Rs. 250—850	..	Rs. 550—30—700—40— 900—50—1,200.
2	District Panchayat Raj Officer	Rs. 250—750	..	Rs. 450—25—650—30— 800—50—950.
3	District Panchayat Raj Officer	Rs. 225—500	..	
4	Asstt. Dev. Officer (Panchayat and Social Education)	Rs. 160—280	..	Rs. 280—8—320—9— 410—10—450.
5	Panchayat Inspector (Industries)	Rs. 160—280	..	Rs. 280—8—320—9— 410—10—450.
6	Asstt. Accountant	.. Rs. 120—220	..	Rs. 230—6—290—8— 330—10—380.
7	Senior Clerk ..	.. Rs. 120—220	..	Rs. 230—6—290—8— 330—10—380.
8	Junior Clerk ..	.. Rs. 100—180	..	Rs. 200—5—250—6— 280—8—320.
9	Accounts Clerk	.. Rs. 100—180	..	Rs. 200—5—250—6— 280—8—320.
10	Record Clerk ..	.. Rs. 100—180	..	Rs. 200—5—250—6— 280—8—320.
11	Orderly peon of District Panchayat Raj Officer.	Rs. 55—75	..	Rs. 165—2—185—3— 215.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
12	Panchayat Sewak (formerly Panchayat Secretary). ..	Rs.75—115 ..	Rs.175—3—205—4—225—5—250.	Twenty per cent posts of Panchayat Sewak may be kept in selection grade of Rs.185—3—215—4—235—6—265.

## (2) PRADESHIK VIKAS DAL

1	Assistant Commandant, P. R. D. now known as Pradeshik Vikas Dal.	Rs.300—25—400—30—700—50—900.	Rs.550—30—700—40—900—50—1,200.	
2	Assistant Commandant, Pradeshik Vikas Dal (Youth Welfare).	Rs.250—25—450—30—600.	Rs.450—25—700—30—800—50—950.	
3	Assistant Commandant, Pradeshik Vikas Dal.	Rs.250—25—450—30—600.		
4	District Organiser, Pradeshik, Vikas Dal.	Rs.150—8—190—10—260—12—320—15—350.	Rs.400—15—475—20—575—25—750.	
5	Assistant District Organiser, Pradeshik Vikas Dal.	Rs.120—6—180—10—250.	Rs.280—8—320—9—410—10—450.	
6	Block Oragniser, (P. V. D.)	Rs.80—3—140 ..	Rs.230—6—290—8—330—10—380.	
7	Vyayam Shala Instructor ..	Rs.100—4—160 ..	Rs.200—5—250—6—280—8—320.	
8	Quarter Master ..	Rs.225—15—360—20—500.	Rs.350—15—500—20—600—25—700.	
9	Office Superintendent ..	Rs.250—15—325 ..	Rs.400—15—550.	
10	Head Clerk ..	Rs.150—6—180—10—260.	Rs.280—8—320—9—410—10—450.	
11	Accountant ..			
12	Accountant ..	Rs.120—6—180—10—250.	Rs.250—7—285—9—375—10—425.	
13	Senior Noter and Drafter ..			
14	Junior Noter and Drafter ..	Rs.120—6—180—8—220.	Rs.230—6—290—8—330—10—380.	
15	Drafter ..			
16	Accountant-cum-Storekeeper			
17	Stenographer ..	Rs.120—6—180—10—250.	Rs.250—7—285—9—375—10—425.	



Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
18	Typist ..	Rs.100—4—120—5—180.	Rs.200—5—250—6—280—8—320.	
19	Typist-cum-Despatcher			
20	Routine Clerk ..			
21	Reference Clerk..			
22	Store-keeper (Uttarakhand)			
22-A	Routine Clerk (Uttarakhand).			
23	Daftari .. ..	Rs.60—1—80	Rs.170—2—190—3—205—4—225	
24	Bugler .. ..	Rs.60—1—80	Rs.175—3—205—4—225—5—250	
25	Head Constable..	Rs.60—1—80	Rs.175—3—205—4—225—5—250	
26	Constable Guard ..	Rs.60—1—80	Rs.170—2—190—3—205—4—225	
27	Drill Instructor ..	Rs.65—1—80—2—90.	Rs.175—3—205—4—225—5—250	
28	Head Constable Armourer			
29	Armourer Mistri ..	Rs.65—90	Rs.170—2—190—3—205—4—225.	
30	Storekeeper .. ..	Rs.100—4—120—5—180.	Rs.200—5—250—6—280—8—320.	
31	Compounder .. ..	Rs.120—6—180—8—220.	Rs.230—6—290—8—330—10—380.	
32	Peon, Orderly peon, Nursing orderly, Cook, Mali, Cleaner, Waterman-cum-Farrash, Waterman, Chaukidar, Chaukidar (Boat House).	Rs.55—1—75	Rs.165—2—185—3—215.	
33	Head Driver .. ..	Rs.80—3—140	Rs.185—3—215—4—235—6—265.	For Heavy vehicles.
34	Driver .. ..		Rs.175—3—205—4—225—5—250.	For Light vehicles.
35	Company Havaldar Major ..	Rs.65—1—80—2—90	Rs.170—2—190—3—205—4—225.	
36	Tube-well Operator ..			
37	Band Master .. ..			
38	Bandman .. ..			

### 33. COMMUNITY DEVELOPMENT DEPARTMENT

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
(1) AGRICULTURAL PRODUCTION COMMISSIONER'S OFFICE (INCLUDING COMMUNITY DEVELOPMENT)				
1	Deputy Director, Women Welfare (Nutrition Scheme)	Rs.600—1,250	Rs.800—50—1,450	
2	Assistant Director, Women Welfare (Nutrition Scheme)	Rs.300—900	Rs.550—30—700—40—900—50—1,200.	
3	Statistician	Rs.300—900		
4	Assistant Accounts Officer	Rs.250—750	Rs.450—25—650—30—800—50—950.	
5	Personal Assistant	Rs.400—550	Rs.500—25—750.	
6	Technical Assistant (Soil Conservation)	Rs.225—500	Rs.400—15—475—20—575—25—750.	
7	Technical Assistant (Agriculture)	Rs.225—500		
8	Co-operative Instructor, (Headquarter)	Rs.225—500		
9	Panchayati Raj Instructor, (Headquarters)	Rs.225—500		
10	Publication Officer	Rs.250—550		
11	Superintendent	Rs.350—450	Rs.450—25—700.	
12	Journalist-cum-Commentator	Rs.200—400	Rs.350—15—500—20—600—25—700.	
13	Assistant Superintendent	Rs.160—320	Rs.300—8—340—10—440—12—500.	
14	Chief Accountant	Rs.160—320		
15	Stenographer	(i) Rs.160—320	Rs.350—15—500—20—600—25—700.	
		(ii) Rs.200—450 (two posts).		
16	Upper Division Assistant, Accountant, Reference Clerk, Noter and Drafter, Senior Accountant.	Rs.140—280	Rs.280—8—320—9—410—10—450.	
17	Upper Division Assistant-cum-Storekeeper, Senior Noter and Drafter.	Rs.140—280	Rs.280—8—320—9—10—450.	
18	In-charge Audio-Visual Aids	Rs.200—450	.. Since the post is in abeyance, no recommendation.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
19	Auditor .. ..	Rs.160—280	Rs.280—8—320—9— 410—10—450.	
20	Assistant Development Officer (Mech.)	Rs.150—260		
21	Junior Noter and Drafter ..	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
22	Artist ..	Rs.120—220		
23	Publicity Assistant-cum-Projector.	Rs.120—220		
24	Storekeeper-cum-Operator ..	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
25	Lower Division Assistant, Accounts Clerk, Assistant Accountant, Lower Division Assistant-cum-Storekeeper Assistant Reference Clerk Typist, Routine Clerk.	Rs.100—180		
26	Driver ..	Rs.75—115		
27	Daftari, Jamadar, Cyclostyle Operator. ..	Rs.60—80		
28	Bundle Lifter, Peon, Chaukidar, Waterman, Cleaner.	Rs.55—75	Rs.175—3—205—4— 225—5—250.	
29	Paid Apprentice ..	Rs.75 fixed.	Rs.200 fixed.	
<b>Zonal Offices, Joint/Deputy Development Commissioners and Assistant Accounts Officers in each Divisional Commissioners, Division</b>				
1	Chief Accountant ..	Rs.160—320	Rs.300—8—340—10— 440—12—500.	
2	Stenographer ..	Rs.160—320		
3	Noter and Drafter ..	Rs.140—280	Rs.280—8—320—9— 410—10—450.	
4	Accountant ..	Rs.120—250		
5	Lower Division Clerk ..	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
6	Junior Clerk ..	Rs.100—180		
7	Driver ..	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
8	Mali, Orderly/Peon, Dak Runner, Sweeper-cum-Chaukidar.	Rs.55—75	Rs.165—2—185—3— 215.	
<b>District Pooled Planning Offices</b>				
1	District Planning Officer ..	Rs.600—1,250	Rs.800—50—1,450	
2	District Planning Officer ..	Rs.300—900	Rs.550—30—700—40— 900—50—1,200.	
3	Additional District Planning Officer.	Rs.300—900		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
4	District Accountant ..	Rs.150—260	Rs.280—8—320—9— 410—10—450.	
5	Head Clerk-cum-Accountant	Rs.150—260		
6	Accountant (Loans), Senior Clerk, Senior Accounts Clerk, Record Keeper.	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
7	Junior Clerk, Junior Clerk (Loans).	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
8	Driver .. ..	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
9	Daftari .. ..	Rs.60—80	Rs.170—2—190—3 205—4—225.	
10	Chaukidar, Dak Runner, Peon, Waterman, Orderly, Sweeper.	Rs.55—75	Rs.165—2—185—3—215	
11	Paid Apprentice ..	Rs.75 fixed.	Rs.200 fixed.	
<b>Block Offices/A.D.O./B.D.O. etc.</b>				
1	Block Development Officer (Special Grade).	Rs.300—900	Rs.550—30—700—40— 900—50—1,200.	
2	Block Development Officer	Rs.225—500	Rs.400—15—475—20— 575—25—750.	
<b>Group II</b>				
3	Assistant Development Officer (Women)	Rs.160—280	Rs.280—8—320—9— 410—10—450.	
4	Village Level Worker, Block Accountant, Senior Clerk	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
<b>Group III</b>				
5	Third Grade Village, Level (i) Worker (Women)	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
	(ii)	Rs.80—140	Rs.185—3—215—4— 235—6—265.	For Junior High School.
6	Junior Clerk/Typist, Junior Clerk (Loans), Store keeper/Cashier.	Rs.100—180	Rs.200—5—250—6— 280—8—320.	
7	Driver .. ..	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
8	Messenger/Peon/Sweeper, Chaukidar, Syce.	Rs.55—75	Rs.165—2—185—3— 215.	

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
<b>Training Organization of the Community Development Department</b>				
1	Principal, Grade I	Rs.600—1,250	Rs.800—50—1,450	
2	Principal, Grade II, Vice Principal/Extension Training Officer, Grade II.	Rs.300—900	Rs.550—30—700—40—900—50—1,200.	
3	Vice-Principal, Agriculture Engineering.	Rs.300—900	Rs.550—30—700—40—900—50—1,200.	
4	Block Development Officer	Rs.225—500 (Gazetted).	Rs.400—15—475—20—575—25—750.	
5	Senior Instructor/Extension Training Officer.	Rs.200—450 (Non-gazetted).	Rs.350—15—500—20—600—25—700.	
6	Instructor (overseer)	Rs.175—300	Rs.300—8—340—10—440—12—500.	
7	Instructor, Group II	Rs.160—280	Rs.280—8—320—9—410—10—450.	
8	Head Clerk, Bakshi-Ka-Talab Centre, People's College, Haldwani, Composite Training Centre, B.K.T.	Rs.150—260	Rs.280—8—320—9—410—10—450.	
9	Instructor (Public Health)	Rs.150—260	Rs.280—8—320—9—410—10—450.	
10	Stenographer	Rs.120—250	Rs.250—7—285—9—375—10—425.	
11	Village Level Worker (Demonstrator).	Rs.120—220	Rs.230—6—290—8—330—10—380.	
12	Mechanic	Rs.120—220  Rs.175—300 For 3 years' Diploma holder.	Rs.230—6—290—8—330—10—380.  Rs.300—8—340—10—440—12—500.	For Diploma holder.
13	Compounder (Trained)	Rs.120—220	Rs.230—6—290—8—330—10—380.	Trained.
	Compounder (Untrained)	Rs.80—140	Rs.185—3—215—4—235—6—265.	Untrained.
14	Senior Clerk	Rs.120—220	Rs.230—6—290—8—330—10—380.	
15	Dairy Supervisor	Rs.100—180	Rs.200—5—250—6—280—8—320.	
16	Adult Literary Organizer	Rs.100—180	Rs.200—5—250—6—280—8—320.	
17	Junior Clerk	Rs.100—180		
18	Publicity Assistant-cum-Librarian.	Rs.100—180		
19	Publicity Assistant	Rs.100—160		
20	Artist	Rs.100—160		

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
21	Spinning and Weaving Master	Rs.80—140	Rs.185—3—215—4— 235—6—265.	
22	Driver (heavy vehicles) ..	Rs.80—140		
23	Mechanic .. ..	Rs.80—140		
24	Tractor-cum-Power Tiller Driver.	Rs.80—140		
25	Store-keeper at BKT ..	Rs.75—115		
26	Welder, Manual Training Instructor, Driver (light vehicles).	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
27	Carpenter, Blacksmith ..	Rs.65—90	Rs.170—2—190—3— 205—4—225.	
28	Engine Driver .. ..	Rs.65—90	Rs.170—2—190—3— 205—4—225.	
29	Daftari .. ..	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
30	Hammerman .. ..	Rs.55—75	Rs.165—2—185—3— 215.	
31	Messenger, Peon, Orderly Peon, Chaukidar, Bullock Attendant, Cleaner, Mali, Gwala, Mate, Ploughman, Bhisti, Dairy Attendant, Poultry Attendant, Laboratory Attendant, etc.	Rs.55—75	Rs.165—2—185—3— 215.	

## (2) RURAL MANPOWER AND MINOR IRRIGATION

1	Superintending Engineer ..	Rs.1,300—1,600	Rs.1,400—50—1,500— 60—1,800.	
2	Executive Engineer ..	Rs.600—1,250	Rs.800—50—1,450	
3	Executive Engineer-cum-Director, Training.	Rs.600—1,250	Rs.800—50—1,450	
4	Assistant Engineer ..	Rs.300—900	Rs.550—30—700—40 —900—50—1,200.	
5	Agriculture Officer-cum-Agronomist.	Rs.300—900		
6	Assistant Accounts Officer ..	Rs.250—750	Rs.450—25—650—30 —800—50—950.	
7	Senior Mechanical Inspector	Rs.200—450	Rs.350—15—500—20 —600—25—700.	
8	Senior Agronomical Assistant			
9	Foreman .. ..			
10	Divisional Accountant ..	Rs.180—440		

As for Gov-  
ernment of  
India scale  
of pay.

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
11	Store Superintendent ..	Rs.200—400	Rs.350—15—500—20—600—25—700.	
12	Accountant (Qualified) ..	Rs.200—400	Rs.350—15—500—20—600—25—700.	
	Accountant (Unqualified) ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
13	Stenographer ..	Rs.160—320	Rs.300—8—340—10—440—12—500.	
14	Mechanical Inspector ..	Rs.175—300	Rs.300—8—340—10—440—12—500.	
15	Overseer ..	Rs.175—300	Rs.300—8—340—10—440—12—500.	
16	Assistant Development Officer, Minor Irrigation. }			
17	Junior Agronomical Assistant	Rs.160—280	Rs.280—8—320—9—410—10—450.	
18	Draftsman (Fully qualified) ..	Rs.160—280	Rs.280—8—320—9—410—10—450.	For qualified Draftsman.
	Draftsman (I.T.I. Pass) ..	Rs.120—220		
	Draftsman (Unqualified). ..	Rs.100—180		
19	Mechanic (Combustion) ..	Rs.150—260	Rs.280—8—320—9—410—10—450.	
		Rs.120—220	Rs.230—6—290—8—330—10—380.	
20	Assistant Superintendent ..	Rs.150—260	Rs.280—8—320—9—410—10—450.	
21	Divisional Head Clerk ..	Rs.150—260	Rs.280—8—320—9—410—10—450.	
22	Assistant Accountant ..	Rs.120—250	Rs.250—7—285—9—375—10—425.	
23	Upper Division Assistant ..			
24	Stenographer ..			
25	Senior Clerk ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
26	Accounts Clerk ..	Rs.120—220	Rs.230—6—290—8—330—10—380.	
27	Reference Clerk ..			
28	Junior Noter and Drafter ..			

Serial number	Designation of post	Existing pay scale	Recommendation	
			Pay scale	Remarks
1	2	3	4	5
29	Mechanical Supervisor	Rs.120—220	Rs.230—6—290—8— 330—10—380.	
30	Mechanic			
31	Air Compressor Driver (Trucks).			
32	Assistant Reference Clerk	Rs.100—180 (with a special pay of Rs.15 in case of Treasurer).	Rs.200—5—250—6— 280—8—320.	
33	Junior Clerk/Typist			
34	Treasurer			
35	Boring Mechanic	Rs.100—160	Rs.200—5—250—6— 280—8—320.	
36	Blaster			
37	Fitter and Electrician			
38	Assistant Boring Mechanic	Rs.80—140	Rs.185—3—215—4— 235—6—265.	
39	Diver (Gotakhor)			
40	Tractor Driver			
41	Tracer			
42	Amin			
43	Bus Driver	Rs.75—115	Rs.175—3—205—4— 225—5—250.	
44	Jeep Driver			
45	Fitter and Electrician			
46	Patrol	Rs.60—80	Rs.170—2—190—3— 205—4—225.	
47	Attendant	Rs.55—75	Rs.165—2—185—3— 215.	
48	Cleaner			
49	Peon, Orderly Peon Runner, Chaukidar, Mate.			



### 34. SPECIAL PAYS

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
<b>APPOINTMENT DEPARTMENT</b>					
<b>Indian Administrative Service</b>					
1	Secretary/Special Secretary to Government.	Senior I.A.S. scale.	Rs.300	..	No change.
2	Secretary to Governor ..	Senior I.A.S. scale.	Rs.300	..	No change.
3	Secretary to Chief Minister	Senior I.A.S. scale.	Rs.300	..	No change.
4	Secretary, Board of Revenue	Senior I.A.S. scale.	Rs.300	..	No change.
5	Secretary, Public Service Commission.	Senior I.A.S. scale./Grade pay.	Rs.250—300	..	No change.
6	Additional/Joint Secretary to Government.	Grade pay	Rs.250	..	No change.
7	Director, Planning Research and Action Institute-cum Joint/Deputy Secretary to Government.	Senior I.A.S. scale	Rs.250 If he is of the rank of Joint Secretary otherwise Rs.200.	..	No change.
8	Controller, Weights and Measures and Additional Commissioner, Food and Civil Supplies and Deputy Secretary.	Senior I.A.S. scale.	Rs.200	..	No change.
9	Deputy Secretary to Government.	Senior I.A.S. scale	Rs.200	..	No change.
10	State Editor, District Gazetteers.	Senior I.A.S. scale.	Rs.200	..	No change.
11	Excise Commissioner and Commissioner for Prohibition.	Senior I.A.S. scale.	Rs.200	..	No change.
12	Labour Commissioner ..	Senior I.A.S. scale.	Rs.200	..	No change.
13	Registrar, Cooperative Societies.	Senior I.A.S. scale.	Rs.200	..	No change.
14	Cane Commissioner ..	Senior I.A.S. scale.	Rs.200	..	No change.
15	Director, Panchayats ..	Senior I.A.S. scale.	Rs.200	..	No change.
16	Director, Information-cum-Joint/Deputy Secretary to Government.	Senior I.A.S. scale.	Rs.250 If he is of the rank of Joint Secretary otherwise Rs. 200.	..	No change.

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
17	Mukhya Nagar Adhikari	Senior I.A.S. scale.	Rs.300 If he is of the rank of Secretary otherwise Rs. 250.	..	No change.
18	Director, Training and Employment.	Senior I.A.S. scale.	Rs.200	..	No change.
19	Director, Harijan and Social Welfare.	Senior I.A.S. Rs.200 scale.			No change.
20	Joint/Deputy Director, National Savings-cum-Joint/Deputy Secretary.	Senior I.A.S. scale.	Rs.250 If he is of the rank of Joint Secretary otherwise Rs. 200.	..	No change.
21	Additional Commissioner, Kumaon and Garhwal Divisions-cum-Joint/Deputy Secretary to Government.	Senior I.A.S. scale.	Rs.250 If he is of the rank of Joint Secretary otherwise Rs. 200.	..	No change.
22	Deputy Commissioner Food and Civil Supplies/Deputy Secretary.	Senior I.A.S. scale.	Rs.200	..	No change.
23	Deputy Director, Government Cement Factory.	Senior I.A.S. scale.	Rs.200	..	Government may consider it in the context of the formation of the Cement Corporation.
24	Magistrate and Collector, Kanpur.	Senior I.A.S. scale.	Rs.200	..	No change.
25	Deputy Commissioner, Lucknow.	Senior I.A.S. scale.	Rs.200	..	No change.
26	Magistrate and Collector, Agra, Allahabad, Bareilly, Meerut, Gorakhpur and Varanasi.	Senior I.A.S. scale.	Rs.200	..	No change.
27	Magistrate and Collector, Aligarh and Almora.	Senior I.A.S. scale.	Rs.200	..	No change.
28	Additional Joint Director of Industries.	Senior I.A.S. scale.	Rs.150	..	No change.
29	Additional Joint Labour Commissioner.	Senior I.A.S. scale.	Rs.150	..	No change.
30	Additional Registrar, Co-operative Societies.	Senior I.A.S. scale.	Rs.150	..	No change.
31	Additional Joint Sales Tax Commissioner.	Senior I.A.S. scale.	Rs.150	..	No change.
32	Deputy/Joint Development Commissioner.	Senior I.A.S. scale.	Rs.150	..	No change.
33	Inspector General of Registration-cum-Chief Inspector of Stamp-cum-Joint Secretary, Board of Revenue (for I.A.S. Officers.)	Senior I.A.S. scale.	Rs.150	..	No change.

Serial number	Designation of post or name of services to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or Service	proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
34	Deputy Land Reforms Commissioner.	Senior I.A.S. scale.	Rs.150	..	No change.
35	Additional/Joint Director, Consolidation.	Senior I.A.S. scale.	Rs. 150	..	No change.
36	Deputy Transport Commissioner (Administration).	Senior I.A.S. scale.	Rs.150	..	No change.
37	Chairman and Member, Administrative Tribunal (II).	Senior I.A.S. scale.	Rs.200	..	No change.
38	Deputy Director, Local Bodies and Deputy Secretary to Government.	Senior I.A.S. scale.	Rs.200	..	No change.
39	Member-Secretary, U.P. Electricity Board.	Senior I.A.S. scale.	Rs.300 If he is of the rank of Secretary, otherwise Rs.250.	..	No change.
40	Additional Secretary/ Joint Secretary, U.P. State Electricity Board.	Senior I.A.S. scale.	Rs.200	..	No change.
41	All other District Magistrates	Senior I.A.S. scale.	Nil.	..	Rs.100 Special pay or compensatory allowance.

## U. P. Civil Service (Executive Branch)

1	Deputy Secretary to Government.	(i) Rs. 600—1,250. (ii) Rs. 1,300—1,600.	Rs. 200	(i) Rs. 800—1,450 (ii) Rs. 1,400—1,800.	No change.
*2	Deputy Secretary, Public Service Commission.	Rs. 600—1,250.	Rs. 200	Rs. 800—1,450.	*If the U. P. Civil Service (Executive Branch) Officer was in receipt of special pay of Rs. 200 or Rs. 100 as the case may be, in addition to his scale pay and his special pay has been stopped as a result of the grant of the special grade pay of Rs. 1,300—1,600 (Rs. 1,400—1,800), the difference between his previous pay
*3	Joint Secretary, Public Service Commission.	Rs. 1,300—1,600.	..	Rs. 1,400—1,800.	
*4	Joint Director, Agriculture	Rs. 600—1,250	Rs. 100	Rs. 800—1,450	
*5	Joint Director, Industries	Rs. 600—1,250	Rs. 100	*If (i) 800—1,450 (ii) Rs. 1,400—1,800.	
*6	Joint Director, Labour and Employment.	Rs. 600—1,250	Rs. 100		
*7	Vice Principal, Officers Training School.	Rs. 600—1,250	Rs. 100		
			Officers of the special grade (Rs. 1,300—1,600) are posted, no special pay is presently admissible.		
*8	Deputy Secretary, State Electricity Board.	Rs. 600—1,250	Rs. 200	Rs. 800—1,450	
*9	Joint Secretary, State Electricity Board.	Rs. 1,300—1,600.	..	Rs. 1,400—1,800.	
*10	Joint Director, Consolidation	Rs. 1,300—1,600.	..	Rs. 1,400—1,800.	

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
*11	Deputy Director, Consolidation.	Rs. 600—1,250	Rs. 100	Rs. 800—1,450	plus special pay and his pay in the special grade, should be allowed as personal pay to be absorbed in future increments. This personal pay should be admissible only to those to whom it was admissible and who continued to work on the same post or higher post in the same department. The existing special pay admissible to incumbents in the scale of Rs. 600—1,250 may continue in the proposed revised scale of Rs. 800—1,450.
12	Assistant Records Officer, Bahraich.	Rs. 600—1,250	Rs. 100	Rs. 800—1,450	No change.
13	Assistant Director, Consolidation.	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
14	Assistant Director, Rectangulation.	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
15	Assistant Labour Commissioner.	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
16	Camp Commander, Transit Camp, Hastinapur/Rudrapur.	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
17	Colonization Officer, Pilibhit	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
18	Deputy Controller, Civil Defence.	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
19	Deputy Director, State Employees Welfare Board.	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
20	Deputy Settlement Commissioner.	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
21	District Planning Officer ..	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
22	Officer Incharge, Rehabilitation Scheme, Bahraich.	Rs. 300—900	Rs. 50 (Provided the Government of India bear the burden).	Rs. 550—1,200	Special pay be given, without any such condition.
23	District Relief and Rehabilitation Officer.	Rs. 300—900	Rs. 75 (Provided the Government of India bear the burden).	Rs. 550—1,200	Special pay be given, without any such condition.
24	Assistant Records Officer ..	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
25	Personal Assistant to Consolidation Commissioner.	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
26	Principal, Consolidation Training Centre.	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
27	Settlement Officer (Consolidation).	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
28	Officer on Special Duty at the Headquarters of Government.	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
29	Special Land Acquisition Officer-cum-Rehabilitation Officer, Babina.	Rs. 300—900	Rs. 50 (If the officer resides at Babina).	Rs. 550—1,200	No change.
30	S. D. O., Ghaziabad, Mahoba, Ranikhet, Roorkee and Padrauna (in Kasia).	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
31	S. D. O., Lalitpur and Karwi	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
32	Town Rationing Officer ..	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
33	Vice-Principal, Civil Defence Training Centre, Lucknow.	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
34	Registrar, Board of Revenue, U. P., Allahabad.	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
<b>Indian Police Service</b>					
1	Assistant to Inspector General of Police.	Senior I. P. S. scale.	Rs. 200	..	No change..
2	Commandant, XI Bn., P. A. C. and Training Centre.	Senior I. P. S. scale.	Rs. 200	..	No change.
3	Superintendent of Police, U. P. Police Headquarters.	Senior I. P. S. scale.	Rs. 150	..	No change.
4	Superintendent of Police, C. I. D.	Senior I. P. S. scale.	Rs. 150	..	No change.
5	Superintendent of Police, Intelligence Department.	Senior I. P. S.	Rs. 150	..	No change.
6	Superintendent of Police, Administration Branch, C.I.D.	Senior I. P. S.	Rs. 100	..	No change.
7	Superintendent of Police, Vigilance Establishment.	Senior I. P. S.	Rs. 150	..	No change.
8	Senior Superintendent of Police, Lucknow and Kanpur.	Senior I.P.S./ Selection Grade of I. P. S.	Rs. 100 Rs. 75 C.A.	..	No change.

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
9	Commandant of P. A. C. Bns. except Bn. No. XI.	Senior I.P.S., Selection Grade of I. P. S.	Rs. 100	..	No change.
10	Commandant of Special Police Force, Moradabad.	Senior I.P.S., Selection Grade of I. P. S.	Rs. 300	..	No change.
11	Senior Superintendent of Police, Agra.	Senior I.P.S., Selection Grade of I. P. S.	Rs. 100 Rs. 50 C.A.	..	No change.
12	Senior Superintendent of Police, Varanasi.	Senior I.P.S., Selection Grade of I. P. S.	Rs. 100 Rs. 50 C.A.	..	No change.
13	Senior Superintendent of Police, Allahabad.	Senior I.P.S., Selection Grade of I. P. S.	Rs. 100 Rs. 50 C.A.	..	No change.
14	Senior Superintendent of Police, Meerut.	Senior I.P.S., Selection Grade of I. P. S.	Rs. 100 Rs. 50 C.A. from 28-9-1967.	..	No change.
15	Superintendent of Police, Bareilly.	Senior I.P.S., Selection Grade of I. P. S.	Rs. 100 Rs. 50 C.A. from 28-9-1967.	..	No change.
16	Superintendent of Police (City), Lucknow.	Senior I.P.S./selection Grade of I. P. S.	Rs. 100	..	No change.
17	Superintendent of Police, Gorakhpur.	Senior I.P.S., Selection Grade of I. P. S.	Rs. 100 Rs. 50 C.A.	..	No change.
18	Superintendent of Police, High Court, Allahabad.	Senior I.P.S., Selection Grade of I. P. S.	Rs. 150	..	No change.
19	Deputy Director, Civil Defence, U. P., Lucknow.	Senior I.P.S., Selection Grade of I. P. S.	Rs. 200	..	No change.
20	Deputy Commissioner, Sales Tax (Vigilance), U. P., Lucknow.	Senior I.P.S., Selection Grade of I. P. S.	Rs. 150	..	No change.
21	Assistant Superintendent of Police, C. I. D., Intelligence Department.	Junior I.P.S.	Rs. 75	..	No change.
22	Assistant Commandant, XI Bn., P. A. C. and Training Centre.	Junior I.P.S.	Rs. 100	..	No change.
23	Assistant Commandant, P.A.C. Battalion.	Junior I.P.S.	Rs. 50	..	No change.

NOTES—(i) I. P. S. officers drawing pay in the Selection grade of the I. P. S., i.e. Rs. 1,400 shall be entitled to draw special pay, if any, attached to the post subject to the total not exceeding Rs. 1,600.

(ii) In cases where car allowance or conveyance allowance has also been shown along with special pay in column no. 4, our recommendations in column 6 should be deemed to be in respect of special pay only.

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
<b>U. P. Police Service</b>					
1	All the Deputy Superintendents of Police of Intelligence Department.	Rs. 300—900	Rs. 75	Rs. 550—1,200	Rs. 100
2	All the Deputy Superintendents of Police of C.I.D. (excluding the one posted in the Anti-Corruption Branch).	Rs. 300—900	Rs. 75	Rs. 550—1,200	Rs. 100
3	Quarter Master, Central Stores, Kanpur.	Rs. 300—900	Rs. 75	Rs. 550—1,200	No change.
4	Deputy Superintendents of Police (Civil ), Allahabad, Agra, Barilly, Meerut, Varanasi and Lucknow and 3 in Kanpur.	Rs. 300—900	Rs. 75	Rs. 550—1,200	No change.
5	Assistant Commandant Staff Officer to D. I. G. Training.	Rs. 300—900	Rs. 75	Rs. 550—1,200	No change.
6	Staff Officer, posted at the Headquarters of P. A. C. (Senior).	Rs. 300—900	Rs. 75	Rs. 550—1,200	No change.
7	Second Staff Officer, posted at the P. A. C. (Headquarters).	Rs. 300—900	Rs. 75	Rs. 550—1,200	No change.
8	Assistant Sena Nayak, XI Bn. P. A. C.	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
9	Adjutant, XI Bn., P. A. C. and Training Centre.	Rs. 300—900	Rs. 75	Rs. 550—1,200	No change.
10	Sahayak Sena Nayak and Company Commander, (those equivalent to Deputy Superintendent of Police).	Rs. 300—900	Rs. 75	Rs. 550—1,200	No change.
11	Deputy Superintendent of Police Headquarters.	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
12	All the Section Officers, G. R. P. (if D. S. P. is appointed).	Rs. 300—900	Rs. 50.	Rs. 550—1,200	No change.
13	All the Assistant Sena Nayak and Adjutant (excluding XI Bn. P.A.C. and Special Police).	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
14	Adjutant, Police Training College, Moradabad.	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
15	Adjutant, R. T. C., Moradabad/Sitapur.	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
16	Deputy Superintendent of Police, Anti-Corruption, C.I.D.	Rs. 300—900	..	Rs. 550—1,200	Rs. 100
17	Deputy Superintendent of Police (II), U. P. Police Headquarters, Allahabad.	Rs. 300—900	..	Rs. 550—1,200	Rs. 50

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
---------------	---	-----------------------	----------------------	---	--

1	2	3	4	5	6
18	Deputy Assistant to Inspector General of Police.	Rs. 300—900	..	R. 550—1,200	Rs. 100
19	Public Relations Officer at the Headquarters of Inspector General of Police.	R. 300—900	..	Rs. 550—1,200	Rs. 50

#### Higher Judicial Service

1	Secretary, Judicial-cum-Legal Remembrancer to Government.	Scale of District Judge (Rs. 800—1,800).	Rs. 300 same as to other Secretaries plus Rs.200 for conveyancing work.	Rs. 1,000—2,000.	(i) Special pay at existing rates may continue to be admissible. (ii) In case the Government decide to allow the selection grade of Rs. 1,900—2,250 for a few posts of the Higher Judicial Service, the total emoluments of the Secretary, Judicial-cum- L. R. should not exceed Rs. 2,500 unless the Government of India choose to revise upward the Super time scale of Rs. 2,500—2,750 admissible to I. A. S. Officers. This is necessary because at present the I. A. S. Supertime scale officers get no special pay while working as Secretaries to Government or Heads of Departments.
2	Joint Secretary-cum-Joint Legal Remembrancer.	Scale of District Judge (Rs. 800—1,800).	Rs. 250	Rs. 1,000—2,000.	
3	Deputy Secretary-cum-Deputy Legal Remembrancer.	Scale of District Judge (Rs. 800—1,800). or C. and S. J.'s pay scale of Rs.600—1,250.	Rs. 200	Rs. 1,000—2,000. Rs. 800—1,450	



Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6

## JUDICIAL DEPARTMENT

1	Registrar, High Court ..	Rs. 800—1,800	Rs. 200	Rs. 1,000—2,000	Rs. 250
2	Additional Registrar, High Court.	Rs. 800—1,800	Rs. 150	Rs. 1,000—2,000.	Rs. 150
3	Joint Registrar, High Court	Rs. 600—1,250	Rs. 150	Rs. 800—1,450	No change.
4	Deputy Registrar, High Court (Lucknow Bench).	Rs. 400—1,000	Rs. 150	Rs. 650—1,300	No change.
5	Assistant Principal Private Secretary to Hon'ble Chief Justice.	Rs. 515—715	Rs. 50	Rs. 500—1,000	Rs. 50
6	Revisers	Rs. 200—400	Rs. 20	Rs. 350—700	No change.
7	Superintendent of Police.	Rs. 740—1,300	Rs. 150	..	No change.
8	Deputy Superintendent of Police.	Rs. 300—900	Rs. 75	Rs. 550—1,200	No change.
9	Police Inspector	Rs. 225—500	Rs. 70	Rs. 400—750	No change.
10	Constable	Rs. 75—110	Rs. 10	Rs. 175—250	No change.

*Office of the Advocate General*

11	Stenographer ..	Rs. 160—320	Rs. 25	Rs. 300—500	No change.
12	Brief Clerk ..	Rs. 140—280	Rs. 25	Rs. 280—450	No change.

*In the Courts of A. D. M. (J)*

13	Reader ..	Rs. 120—220	Rs. 25	Rs. 230—380	No change.
14	Ahalmad ..	Rs. 100—180	Rs. 25	Rs. 200—320	No change.

To one of the posts for performing the duties of stenographers.

## SECRETARIAT

1	Upper Division Assistant of Home Department's Passport/Visa Section.	Rs. 200—450	Rs. 40 Under the orders of Ministry of Home, G/I for handling cash.	Rs. 350—700	No change.
2	Incharge Record Room (R.C.)	Rs. 200—400	Rs. 40	Rs. 350—700	No change.
3	Reference Clerks of Confidential Department.	Rs. 200—400	Rs. 25 For cabinet work.	Rs. 350—700	No change.

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
4	U. D. A.s of Confidential Department.	Rs. 200—450	Rs. 25 For Cypher work.	Rs. 350—700	No change.
5	Assistant Caretakers (L.D.A.)	Rs. 120—250	Rs. 25	Rs. 280—450	No change.
6	Budget Assistant ..	Rs. 200—400	Rs. 40 For Senior Budget Assistant.	Rs. 350—700	No change.
7	L. D. A.s of Pass Office ..	Rs. 120—250	Rs. 10	Rs. 280—450	No change.
8	Revisers, Bhasha Vibhag ..	Rs. 200—400	Rs. 20	Rs. 350—700	Rs. 20
9	Junior Grade Clerk ..	Rs. 100—180	Rs. 15 For Uniform work.	Rs. 200—320	No change.
10	Council House Head Guard	Rs. 65—90	Rs. 5 To Senior most.	Rs. 185—265	No change.
11	Officer on Special Duty (O. and M.) G.A.D. (R).	Rs. 350—750	..	Rs. 500—1,000	Rs. 150
12	Section Officer, Confidential Department.	Rs. 350—750	Rs. 50 For Cypher work.	Rs. 500—1,000	No change.
13	L. D. A. (Bill Clerk) ..	Rs. 120—250	Rs. 10	Rs. 280—450	No change.
14	Accountant, Secretariat Administration Department.	Rs. 200—400	..	Rs. 350—700	Rs. 25
15	Caretaker, Vidhan Bhavan	Rs. 200—450	..	Rs. 350—700	Rs. 25

## GOVERNMENT ESTATES DEPARTMENT

Drivers ..	Rs. 80—140	Rs. 25 Rs. 15	Rs. 175—250	Rs. 30 to Drivers of cars allotted to the Ministers and U. P. Niwas, New Delhi. Rs. 20 for other Drivers.
------------	------------	------------------	-------------	---

## GOVERNOR'S SECRETARIAT

1 Aid-De-Camp ..	On deputation from Military/Police.	Rs. 100	.. Will carry their own grade pay.	No change.
2 Upper Division Assistant (One post)	Rs. 200—450	Rs. 40	.. Rs. 350—700	No change.
3 Motor Driver ..	Rs. 80—140	Nil	.. Rs. 175—250	Rs. 30

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6

## LEGISLATIVE ASSEMBLY AND COUNCIL SECRETARIAT

1	Committee Officer, Legislative Assembly Secretariat.	(i) Rs. 515—715 plus Rs. 100 special pay (as intimated in form No. 89 in the month of March, 1972.) (ii) Rs. 700—850 No special pay (as intimated in the month of September, 1972)	Rs. 100	Rs. 800—1,100	The pay scale of Committee Officers has been revised by the Govt. on their own to Rs. 700—850 with no special pay, But they have been given 90 days period to give their option. The Commission have already revised their scale on the basis of Rs. 700—850. Therefore the question of grant of any special pay over and above Rs. 800—1,100 should not arise. If any of the Officers elect his old scale of Rs. 515—715, he may be allowed by the Government the corresponding revised scale of Rs. 500—1,000 plus Rs. 100 as special pay.
2	Committee Officer, Legislative Council Secretariat.	Rs. 515—715	Rs. 100	Rs. 800—1,100	
3	Drivers, Legislative Council Secretariat.	Rs. 80—140	Rs. 25	Rs. 175—250	Rs. 30
4	Drivers, Legislative Assembly Secretariat.	Rs. 80—140	Rs. 25 Rs. 15	Rs. 175—250	Rs. 30

## REVENUE DEPARTMENT

1	Peshkar in Collectorate	Rs. 120—220	Rs. 25 For doing additional work as Reader and Stenographer.	Rs. 230—380	No change.
---	-------------------------	-------------	---	-------------	------------

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
2	Ahalmad in Collectorate	Rs. 100—180	Rs. 25 For doing work as Stenographer	Rs. 200—320	No change.
3	Naib-Nazir in Collectorate ..	Rs. 100—180	Rs. 10 For doing Cashier work	Rs. 200—320	No change.
4	Bill Passing Clerks in Treasuries	Rs. 120—220	..	Rs. 230—380	Rs. 20
5	Pension Clerks of Treasuries in the pay scale of Rs. 100—180.	Rs. 100—180	..	Rs. 200—320	Rs. 20

#### CULTURAL AFFAIRS AND SCIENTIFIC RESEARCH DEPARTMENT

Assistant Professor of Crafts and Applied Arts of Government Arts and Crafts College.	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
---	-------------	--------	---------------	------------

#### INFORMATION DIRECTORATE (HEADQUARTERS)

1	Assistant Suprintendent ..	Rs. 160—400 Who opted pre-P. R. C. scale.	Rs. 40	Rs. 350—700	No change
2	Upper Division Assistant ..	Rs. 140—280	(i) Rs. 10 to one Official for translating Sindhi letters. (ii) Rs. 30 to one official who works as a Care-taker.	Rs. 280—450	No change.
3	Film Librarian-cum-Store-keeper ..	Rs. 100—180	Rs. 10	Rs. 200—320	No change.
4	Film Officer ..	Rs. 250—550	..	Rs. 450—850	Rs. 50

#### TRANSPORT DEPARTMENT

1	Transport Commissioner ..	Senior I. A. S. scale.	Rs. 200	..	No change.
2	P. A. to Transport Commissioner.	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
3	Deputy General Manager, (Operation), (Development), (Mechanical Engineer).	Rs. 750—1,400	Rs. 150	Rs. 900—1,600	No change
4	Chief Mechanical Engineer (Roadways Central Workshop, Kanpur).	Rs. 1,200—1,700	..	Rs. 1,400—1,800	Rs. 100
5	Deputy Transport Commissioner Administration (in abeyance).	Senior I. A. S. scale	Rs. 150	..	No change.

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6

## PLANNING DEPARTMENT

## PLANNING RESEARCH AND ACTION INSTITUTE

1	Assistant Director, P. R. A. I.	Rs 300—900	Rs. 100	Rs. 550—1,200	No change.
2	Joint Director, Regional Planning Unit, State Planning Institute, U. P.	Rs. 750—1,400 (Provisional)	Rs. 100 For Officers in Rs. 600—1,250 scale.	Rs. 900—1,600	(i) No special pay for Officers in Rs. 750—1,400 or Rs. 1,300—1,600 scale to be revised to Rs. 900—1,600 or Rs. 1,400—1,800. (ii) Special pay of Rs. 100 for those who are in the scale of Rs. 600—1,250 and are appointed as Joint Director.



## FINANCE DEPARTMENT—SALES TAX

1	Dy. Superintendent of Police (Investigation Cell).	Rs. 300—900	Rs. 75	Rs. 550—1,200	Rs. 100
2	Sales Tax Officer (State Representative).	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change.
3	Sales Tax Officer (Special Investigation Branch).	Rs. 300—900	Rs. 100	Rs. 550—1,200	No change
4	Sales Tax Officer-cum-Assistant to Commr.	Rs. 300—900	Rs. 75	Rs. 550—1,200	No change.
5	Sales Tax Officer (Special Circle).	Rs. 300—900	Rs. 75	Rs. 550—1,200	No change.
6	Sales Tax Officer (High court)	Rs. 300—900	Nil.	Rs. 550—1200	Rs. 100
7	Assistant Sales Tax Officer (High Court).	Rs. 225—500	Rs. 75	Rs. 400—750	No change
8	Inspector, Police	Rs. 225—500	Rs. 70	Rs. 400—750	The decision taken in respect of similar posts in police Department may apply to them.
9	Sub-Inspector, Police	Rs. 175—300	Rs. 60	Rs. 300—550	
10	Head Constable	Rs. 90—140	Rs. 15	Rs. 185—265	No change.

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
11	Constable ..	Rs. 75—110	Rs. 10 ..	Rs. 175—250	No change.
12	Judge (Revisions) Sales Tax Higher Judicial Service.	Rs. 800—1,800	Rs. 200 ..	Rs. 1,000—2,000	Rs. 200 may continue. Alternatively the post of Judge Revisions may carry the scale of Rs. 1,900—50—1,950—75—2,250 and special pay be abolished.

#### National Savings Directorate

1	Driver ..	Rs. 75—115	Rs. 15 ..	Rs. 175—250	No change.
---	-----------	------------	-----------	-------------	------------

#### Registrar Firms and Societies

1	Routine Grade Clerk ..	Rs. 100—180	Rs. 10 ..	Rs. 200—320	No change.
			For Additional work of Cashier on a security of Rs. 100.		

#### Registration and Stamps Department

1	Personal Assistant to Inspector General	Rs 300—900	Rs. 50 ..	Rs. 550—1,200	No change.
---	---	------------	-----------	---------------	------------

#### Consolidation Department

1	Deputy Assistant Director ..	Rs. 225—500	..	Rs. 400—750	Rs. 50
---	------------------------------	-------------	----	-------------	--------

#### IRRIGATION DEPARTMENT

##### RAMGANGA PROJECT

##### Public Relations Staff at Delhi

1	Executive Engineer (Liaison-cum-Purchase Officer).	Rs. 600—1,250	Nil ..	Rs. 800—1,450	In the absence of full details as to volume of work, nature of duties, etc., we are not in a position to recommend the grant of special pay, as demanded. We would however suggest that Government
2	Assistant Engineer ..	Rs. 300—900	Nil ..	Rs. 550—1,200	
3	Overseer ..	Rs. 175—300	Nil ..	Rs. 300—500	
4	E. M. Supervisor ..	Rs. 175—300	Nil ..	Rs. 300—500	
5	Stenographer ..	Rs. 120—250	Nil ..	Rs. 250—425	
6	Senior Noter and Drafter ..	Rs. 120—250	Nil ..	Rs. 250—425	
7	Routine Grade Clerk ..	Rs. 100—180	Nil ..	Rs. 200—320	
8	Jeep Driver ..	Rs. 80—140	Nil ..	Rs. 185—265	

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing special of pay	Existing scale of pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
9	Peon and Chaukidar	.. Rs. 55—75	Nil	.. Rs. 165—215	may sanction them City Compensatory allowance, if not being paid already at Central Government rates, or such other rates as may be deemed suitable.
Staff at Calcutta					
10	Liaison Officer	.. Rs. 600—1,250	Nil	.. Rs. 800—1,450	
11	Overseer/Supervisor	.. Rs. 175—300	Nil	.. Rs. 300—500	
12	Stenographer	.. Rs. 120—250	Nil	.. Rs. 250—425	
13	Peon	.. Rs. 55—75	Nil	.. Rs. 165—215	
Staff at Bombay					
14	Assistant Engineer	.. Rs. 300—900	Nil	.. Rs. 550—1,200	
15	Overseer/Supervisor	.. Rs. 175—300	Nil	.. Rs. 300—500	
16	Peon	.. Rs. 55—75	Nil	.. Rs. 165—215	

#### DIRECTORATE OF GROUNDWATER INVESTIGATION (IRRIGATION DEPARTMENT)

1	Director, Groundwater, Irrigation Organization, Lucknow.	Rs. 1,300—1,600	Nil	Rs. 1,400—1,800	They may be allowed the Research, Investigation, Planning and Design, Special pay/Allowance, if they become entitled to it in accordance with our general recommendations in that behalf.
2	Executive Engineer	Rs. 600—1,250	Nil	Rs. 800—1,450	
3	Assistant Engineer	Rs. 300—900	Nil	Rs. 550—1,200	
4	Assistant Geologist	Rs. 300—900	Nil	Rs. 550—1,200	
5	Hydrologist	Rs. 300—900	Nil	Rs. 550—1,200	
6	Chemist	Rs. 300—900	Nil	Rs. 550—1,200	
7	Overseer/Supervisor	Rs. 175—300	Nil	Rs. 300—500	

#### TECHNICAL AUDIT CELL (P. W. D. AND IRRIGATION DEPARTMENT)

1	Chief Technical Examiner	Of the rank of Superintending Engineer.	Rs. 150	Rs. 1,400—1,800	No change.
2	Technical Examiners	Of the rank of Executive Engineer.	Rs. 100	Rs. 800—1,450	No change.
3	Assistant Technical Examiner	Of the rank of Assistant Engineers.	Rs. 75	Rs. 550—1,200	No change.

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6

## PUBLIC WORKS DEPARTMENT

1	Superintending Engineer (Bridge).	Rs. 1,300—1,600	Rs. 150	Rs. 1,400—1,800	No change.
2	Executive Engineer	Rs. 600—1,250	Rs. 100	Rs. 800—1,450	No change
3	Assistant Engineer	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
4	Technical/Personal Assistant to Chief Engineer.	Rs. 600—1,250	Rs. 150	Rs. 800—1,450	No change.
5	Architect	Rs. 600—1,250	Rs. 150	Rs. 800—1,450	No change
6	Assistant Architect	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
7	Works Superintendent	Rs. 600—1,250	Rs. 100	Rs. 800—1,450	No change.
8	Local Engineer	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
9	Overseer	Rs. 175—300	Rs. 25	Rs. 300—500	No change.

## LOCAL SELF-GOVERNMENT DEPARTMENT

## CHIEF ENGINEER, LOCAL SELF-GOVERNMENT ENGINEERING DEPARTMENT

1	Superintending Engineer (Civil) of VI and VIII Division.	Rs. 1,300—1,600	Rs. 150	Rs. 1,400—1,800	No change.
2	Executive Engineer, Personal Assistant (Establishment and Planning).	Rs. 600—1,250	Rs. 150	Rs. 800—1,450	No change.
3	Executive Engineer (Civil) Survey and Investigation Branch.	Rs. 600—1,250	Rs. 100	Rs. 800—1,450	No change.
4	Executive Engineer Design Branch.	Rs. 600—1,250	Rs. 100	Rs. 800—1,450	No. change.
5	Assistant Engineer, Survey and Investigation Branches.	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.
6	Assistant Engineer Design Units.	Rs. 300—900	Rs. 50	Rs. 550—1,200	No change.

## HOME DEPARTMENT

## State Police Service/State Fire Service

1	State Radio Officer	Rs. 1,300—1,600	Rs. 300	Rs. 1,400—1,800	Rs. 200
2	Senior Public Prosecutor or Legal Advisor, C. I. D., U. P.	Rs. 300—900	Rs. 75	Rs. 550—1,200	Rs. 100
3	Chemical Examiner and Serologist, Agra.	Rs. 600—1,250	Rs. 100	Rs. 900—1,600	No change.

For performing duties as Serologist.



Serial num- ber	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
<b>Inspector General of Prisons</b>					
1	Assistant Medical Officer, District Jail, Sultanpur.	Rs. 300—900	Rs. 20 ..	Rs. 550—1,200	No change.
2	Assistant Medical Officer, Bal-sudhar Vidyalaya, Lucknow.	Rs. 300—900	Rs. 25 ..	Rs. 550—1,200	No change.
3	Senior Medical Officer, District Jail, Sultanpur.	Rs. 300—900	Rs. 10 ..	Rs. 550—1,200	No change.
4	Superintendent, District Jail, Sultanpur.	Rs. 300—900	Rs. 100 .. Rs. 35 X-Ray allowance.	Rs. 550—1,200	No change.
5	Military Training Instructor	Rs 95—140 ..	Rs. 10	Rs. 185—265	No change.
6	Civil Surgeon, Class I Jail	Their own pay	Rs. 100 ..	..	No change.
7	Civil Surgeon, Class II and III, Jails.	Their own pay	Rs. 75 ..	..	No change.
8	Civil Surgeon, Class IV and V, Jails.	Their own pay	Rs. 40 ..	..	No change
9	Part-time Superintendent District Jails Tehri-Naini Tal.	Their own pay	Rs. 40 ..	..	No change
10	Part-time Superintendent, Sub-Jail, Haldwani.	Their own pay	Rs. 20 ..	..	No change
11	Part-time Superintendent Sub-Jail, Gyanpur.	His own pay	Rs. 20 ..	..	No change.
<b>Home (Police) Department</b>					
1	Inspector, C.I.D.	.. Rs.225—500	Rs.70	Rs.400—750	No change.
2	Inspector, Intelligence, L.I.U.	Rs.225—500	Rs. 70	Rs.400—750	No change.
3	A few Inspectors of Intelligence Department.	Rs.225—500	Rs. 30	Rs.400—750	No change.
4	Senior Inspector Police Training College, Moradabad.	Rs.225—500	Rs. 60	Rs.400—750	No change.
5	Other Inspectors	.. Rs.225—500	Rs.40 ..	Rs.400—750	No change.
6	Radio Inspector	.. Rs.225—500	Rs.50	Rs.400—750	No change.
7	Quarter Master, P.A.C.	.. Rs.225—500	Rs.75	Rs.400—750	No change.
8	All Coy. Commanders, including Assistant Quarter-master of XI Bn. P.A.C. and Training Centres (Sitapur).	Rs.225—500	Rs.50	Rs.400—750	No change.
9	Assistant Coy. Commander, R.P.F. Moradabad.	Rs.225—500	Rs.50	Rs.400—750	No change.

Serial num-	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
10	Coy. Commander, Brass Band, III Bn. P.A.C. Lucknow.	Rs.225—500	Rs.75 Trade pay along with spl. pay.	Rs.400—750	No change.
11	Senior Reserve Inspectors in Lucknow, Allahabad, Kanpur, Agra, and Reserve Inspectors in Varanasi, Bareilly, Jhansi and Meerut, D.E.F.	Rs.225—500	Rs.50	Rs.400—750	No change.
12	Reserve Inspectors at R.T.Cs.	Rs.225—500	Rs.15	Rs.400—750	No change.
13	Reserve Inspectors for Preliminary Training of Recruits in District (According to the number of recruits).	Rs.225—500	Rs.10 Rs.15 Rs.20 Rs.35	Rs.400—750	No change.
14	Reserve Inspectors of R.T.S. Sitapur, Moradabad.	Rs.225—500	Rs.40	Rs.400—750	No change.
15	Inspectors, G.R.P. ..	Rs.225—500	Rs.40	Rs.400—750	No change.
16	Assistant Quartermaster, Central Store, Kanpur.	Rs.225—500	Rs.50	Rs.400—750	No change.
17	Inspector, P.M.T. Workshop, Sitapur.	Rs.225—500	Rs.40	Rs.400—750	No change.
18	Inspector, Anti-Dacoity Operation.	Rs.225—500	Rs.40	Rs.400—750	No change.
19	Public Prosecutor, C.I.D. ..	Rs.250—550	Rs.70	Rs.400—750	No change.
20	Public Prosecutor, P. T. C., Moradabad.	Rs.250—550	Rs.40	Rs.400—750	No change.
21	Public Prosecutor, G.R.P. ..	Rs.250—550	Rs.40	Rs.400—750	No change.
22	Public Prosecutor (Head Master), A.T.C., Sitapur.	Rs.250—550	Rs.45	Rs.400—750	No change.
23	Public Prosecutor, R.T.S. Moradabad, Sitapur.	Rs.250—550	Rs.45	Rs.400—750	No change.
24	Sub-Inspector, C.I.D. ..	Rs.175—300	Rs.60	Rs.300—550	No change.
25	Sub-Inspectors, Intelligence Department.	Rs.175—300	Rs.60	Rs.300—550	No change.
26	Sub-Inspectors Incharge L.I.U. according to the district of the posting.	Rs.175—300	Rs.60	Rs.300—550	No change.
27	Second Officers, posted to L.I.U. (According to the district of their posting).	Rs.175—300	Rs.40	Rs.300—550	No change.
28	Sub-Inspector, Intelligence	Rs.175—300	Rs.30	Rs.300—550	No change.

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or Service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
29	Sub-Inspector, M.T. of Intelligence Department.	Rs.175—300	Rs.25	Rs.300—550	No change.
30	Sub-Inspectors, Civil Police, D.E.F. Station House Allowance according to the category of Police station.	Rs.175—300	Rs.10 Rs.15 Rs.20	Rs.300—550	No change.
31	Sub-Inspectors, Civil Police D.E.F. Station House Allowance according to the category of Police station.	Rs.175—300	Rs.25 Rs.30 Rs.40	Rs.300—550	No change.
32	Readers to S.Ps. irrespective of the districts of their posting (D.E.F.).	Rs.175—300	Rs.15	Rs.300—550	No change.
33	Sub-Inspectors, D.E.F. posted for Pilot duty, Government House.	Rs.175—300	Rs.30	Rs.300—550	No change.
34	Sub-Inspectors, D.E.F. posted to Government House, Naini Tal for six months.	Rs.175—300	Rs.30	Rs.300—550	No change
35	Sub-Inspectors, M.T. District Crime record Section.	Rs.175—300	Rs.15	Rs.300—550	No change.
36	Sub-Inspectors, M.T. posted to Agra, Lucknow and Kanpur.	Rs.175—300	Rs.25	Rs.300—550	No change.
37	Senior Sub-Inspectors Special Investigation Squad.	Rs.175—300	Rs.50	Rs.300—550	No change.
38	Sub-Inspectors, S.I.S.	Rs.175—300	Rs.40	Rs.300—550	No change.
39	Sub-Inspectors, A.P. in district for the training of recruits.	Rs.175—300	Rs.10 Rs.15 Rs.20	Rs.300—550	No change.
40	Sub-Inspectors (Second Station Officer), D.E.F.	Rs.175—300	Rs.10	Rs.300—550	No change.
41	Sub-Inspector, Teacher Ins- tructors at P.T.C.	Rs.175—300	Rs.25	Rs.300—550	No change.
42	Sub-Inspector, Remount Training Staff at P.T.C.	Rs.175—300	Rs.15	Rs.300—550	No change.
43	Survey Instructor at P.T.C.	Rs.175—300	Rs.15	Rs.300—550	No change.
44	Subedar Adjutant, P.A.C.	Rs.175—300	Rs.25	Rs.300—550	No change.
45	Subedar Quarter Master, P.A.C.	Rs.175—300	Rs.25	Rs.300—550	No change.
46	Sub-Inspector, M.T.P.A.C. Bns.	Rs.175—300	Rs.25	Rs.300—550	No change.
47	Platoon Commanders and Sub-Inspectors, Provost Staff, P.A.C.	Rs.175—300	Rs.15	Rs.300—550	No change.

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
48	Sub-Inspectors, C.I.A. of G.R.P.	Rs.175—300	Rs.30 Rs.20	Rs.300—550	No change.
49	Sub-Inspectors, G.R.P.	Rs.175—300	Rs.30 Rs.25.	Rs.300—550	No change.
50	Sub-Inspectors, G.R.P.	Rs.175—300	Rs.10 Rs.15 Rs.20	Rs.300—550	No change.
51	Sub-Inspector, A.P. Central Stores, Kanpur.	Rs.175—300	Rs.15	Rs.300—550	No change.
52	Plan Drawing Instructors at A.T.C., Sitapur.	Rs.175—300	Rs.15	Rs.300—550	No change.
53	Sub-Inspectors, Teachers/Instructors at A.T.C., Sitapur.	Rs.175—300	Rs.25	Rs.300—550	No change.
54	Sub-Inspectors, A.P. for Intensive Training to recruits in R.T.Cs.	Rs.175—300	Rs.12	Rs.300—550	No change.
55	Sub-Inspector (Instructor) M. T. and P.M.T. Workshop, Sitapur.	Rs.175—300	Rs.22	Rs.300—550	No change.
56	Assistant Public Prosecutor I/c of Lockups at Karvi, Roorkee, Mahoba, Kashi-pur, Kasia, Chakia, Lalit-pur, Lansdowne.	Rs.200—400	Rs.10	Rs.350—700	No change.
57	Assistant Public Prosecutor at P.T.C., Moradabad.	Rs.200—400	Rs.25	Rs.350—700	No change.
58	Assistant Public Prosecutor at A.T.C. Sitapur.	Rs.200—400	Rs.25	Rs.350—700	No change.
59	Head Constable, C.I.D.	Rs.95—140	Rs.15	Rs.185—265	No change.
60	Head Constable, Intelligence Department, L.I.U.	Rs.95—140	Rs.15	Rs.185—265	No change.
61	Head Constables, Intelligence on Shadow Duties.	Rs.95—140	Rs.5	Rs.185—265	No change.
62	Head Constables, D.E.F., 'A' grade Photographer.	Rs.95—140	Rs.12.50	Rs.185—265	No change.
63	Head Constables D.E.F., 'B' Grade, Photographer.	Rs.95—140	Rs.10	Rs.185—265	No change.
64	Head Constables, Motor Driver.	Rs.95—140	Rs.10	Rs.185—265	No change.
65	Head Drill Instructor and Head P.T.I. Drill Instructor/P.T.I. at R.T.C.	Rs.95—140	Rs.7	Rs.185—265	No change.
66	Head Constable, Traffic Police.	Rs.95—140	Rs.5	Rs.185—265	No change.

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
67	Head Constable, Working as Proficient.	Rs.95—140	Rs.5	Rs.185—265.	No. change.
68	Head Drill Instructors ..	Rs.95—140	Number of recruits in district		
			30 to 100 over 100		
	(i) Head P.T.I. ..	Rs.95—140	Rs.3 Rs.7	Rs.185—265	Rs.5
	(ii) Musketry Instructor	Rs.95—140	.. Rs.6		
	(iii) Drill Instructor ..	Rs.95—140	.. Rs.5		
	(iv) P.T.I. ..	Rs.95—140	Rs.2 Rs.5		
69	Head Constables, P.A.C. ..	Rs.95—140	Rs.10	Rs.185—265	No change.
70	Head Constable, Driver, P.A.C.	Rs.95—140	Rs.10	Rs.185—265	No change.
71	Head Constables attached to Brass Band in III Bn. P.A.C., Lucknow.	Rs.95—140	Rs.15	Rs.185—265	No change.
72	Head Constable Instructor and Buglers at A.T.C. Sitapur.	Rs.95—140	Rs.10	Rs.185—265	No change.
73	Head Constable, M.T. Instructor, P.M.T. Sitapur.	Rs.95—140	Rs.5	Rs.185—265	No change.
74	Head Constable, Remount Training Staff at P.T.C.	Rs.95—140	Rs.5	Rs.185—265	No change.
75	Head Constable A.P. Instructor, Equitation Instructor (C.H.M.P.).	Rs.95—140	Rs.10	Rs.185—265	No change.
76	Head Constable, G.R.P. Detective staff.	Rs.95—140	Rs. 7	Rs.185—265	No change.
77	Head Constable, A.P. of the U. P. Police Central Stores, Kanpur.	Rs.95—140	Rs.10	Rs.185—265	No change.
78	Coy. Havildars in P.A.C. ..	Rs.95—140	Rs.15	Rs.185—265	No change.
79	Head Constables Armourer for maintaining P.R.D./ P.E.C. Arms.	Rs.95—140	Rs.10	Rs.185—265	No change.
80	Constable Armourer ..	Rs.75—110	Rs.10	Rs.175—250	No change.
81	Head Constable, Lines School, Teachers.	Rs.95—140	Rs.15	Rs.185—265	No change.
82	Head Constables posted to Government House.	Rs.95—140	Rs.5	Rs.185—265	No change.

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
83	Head Constable (Dafedar) Remount Training staff at Troop Headquarters.	Rs.95—140	Rs.5	Rs.185—265,	No change.
84	Constable, C.I.D. ..	Rs.75—110	Rs.10	Rs.175—250	No change.
85	Constable Laboratory of Scientific Section, C.I.D.	Rs.75—110	Rs.3	Rs.175—250	Rs.5
86	Constables of Intelligence Department, L.I.U.	Rs.75—110	Rs.10	Rs.175—250	No change.
87	Shadow Constables Intelligence Department.	Rs.75—110	Rs.5	Rs.175—250	No change.
88	Constables, 'A' grade photographer, D.E.F.	Rs.75—110	Rs.8	Rs.175—250	No change.
89	Constables, 'B' grade photographers, D.E.F.	Rs.75—110	Rs.6	Rs.175—250	No change.
90	I.T.Is. and P.T.I. at R.T.S. Sitapur and Moradabad.	Rs.95—140	Rs.7	Rs.185—265	No change.
91	Head Constable, Armourers at R.T.S. Moradabad and Sitapur.	Rs.95—140	Rs.10	Rs.185—265	No change.
92	Head Constable Armourer, Scientific Section, C.I.D.	Rs.95—140	Rs.15	Rs.185—265	No change.
93	Constable, attached to Government House, D.E.F.	Rs.75—110	Rs.3 As detective allowance.	Rs.175—250	Rs.5
94	Armed Police Bugler Constable, D.E.F.	Rs.75—110	Rs.4 As Bugler allowance.	Rs.175—250	Rs.5
95	Constables, Motor Driver, D.E.F.	Rs.75—110	Rs.10	Rs.175—250	No change.
96	Constables, Special Investigation Squad.	Rs.75—110	Rs.3	Rs.175—250	Rs.5
97	Trumpeter's and Ferrier's allowance to certain mounted police constables at troop Headquarters.	Rs.75—110	Rs.4	Rs.175—250	Rs.5
98	Remount Training allowance to constables, M.P. of Remount Training staff at Troop (Headquarters).	Rs.75—110	Rs.5	Rs.175—250	No change.
99	Motor Boat Mechanic at Varanasi.	Rs.75—110	Rs.5	Rs.175—250	No change.
100	Constable working proficient	Rs.75—110	Rs.5	Rs.175—250	No change.
101	Constable, Traffic Police ..	Rs.75—110	Rs.3	Rs.175—250	Rs.5

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
102	Instructor in District ..	Rs.75—110	Number of recruits in district 30 to 100      Over 100 Rs.2      Rs.4 ..      Rs.5 Rs.2      Rs.4	Rs.175—250	Rs.5
103	Constable of G.R.P. Detective Staff. C.I.A.	Rs.75—110	Rs.5	Rs.175—250	No change.
104	Constable Ferrier's allowance at P.T.C. Moradabad.	Rs.75—110	Rs.5	Rs.175—250	No change.
105	Constable Buglers at P.T.C.	Rs.75—110	Rs.4	Rs.175—250	Rs.5
106	Constable Remount Training Instructor, P.T.C.	Rs.75—110	Rs.5	Rs.175—250	No change.
107	Constables, in P.A.C. ..	Rs.75—110	Rs.5	Rs.175—250	No change.
108	Constable Drivers in P.A.C.	Rs.75—110	Rs.10	Rs.175—250	No change.
109	Bugler Constables in P.A.C.	Rs.75—110	Rs.4	Rs.175—250	Rs.5
110	Constable attached to Brass Band III Bn. P.A.C. Lucknow.	Rs.75—110	Rs.15	Rs.175—250	No change.
111	Constable Bugler at R.T.S. Sitapur, Moradabad.	Rs.75—110	Rs.4	Rs.175—250	Rs.5
112	(a) Head operator, Radio Section, Grade I operator	Rs.75—110	Rs.10	Rs.175—250	No change.
	(b) Those who possess electrician qualification. Rs.5	Rs.75—110	Rs.5	Rs.175—250	No change.
113	Radio operator Working as Master trade hands in the Workshop.	Rs.75—110	Rs.30	Rs.175—250	No change.
114	Four such operators working as Assistant Instructors in the W.T. School.	Rs.75—110	Rs.10	Rs.175—250	No change.
FOREST DEPARTMENT					
1	Chief Wild Life Warden	Rs.700—1,250 Rs.600—1,250	Rs.100	Rs.800—1,450	No change.
2	P.A. to Chief Conservator	Rs.700—1,250 Rs.600—1,250	Rs.100 IFS Rs.75 UPFS	Rs.800—1,450	No change. Rs. 100 as special pay be allowed to P.A. to Chief Conservator of Forests, if he is a member of U.P.F.S.
3	Working Plan Officer ..	Rs.700—1,250 Rs.600—1,250	Rs.100 IFS Rs.50 UPFS	Rs.800—1,450	
4	Research Officer ..	Rs.700—1,250 Rs.600—1,250	Rs.100 IFS Rs.50 UPFS	Rs.800—1,450	

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
5.	Research Officer Silviculture Divisions Wild Life Warden (Assistant Conservator of Forests).	Rs.400—900 Rs.300—900	Rs.50	Rs.650—1,300 Rs.550—1,200	No change.
6	Dy. Conservator of Forests I/C of Forester Training Divisions.	Rs.700—1,250	Rs.100	Rs.800—1,450	No change.
7	P.As. to Dy. Chief Conservatory of Forests.	Rs.700—1,250	Rs.100	Rs.800—1,450	No change.
8	Forest Ranger for Research work.	Rs.180—380	Rs.15	Rs.350—700	No change.
9	Forest Ranger (Working plan)	Rs.180—380	Rs.25	Rs.350—700	No change.

## DIRECTORATE OF TRAINING AND EMPLOYMENT

1	Assistant Director, Regional Employment Officer.	Rs.300—900	Rs.50	..	Rs.550—1,200	No change.
2	Assistant Apprenticeship Adviser.	Rs.300—900	Rs.50	..	Rs.550—1,200	No change.
3	Pradeshik Employment Officer, Kanpur.	Rs.300—900	Rs.50	..	Rs.550—1,200	No change.

## DIRECTORATE OF INDUSTRIES

*Government Precision Instruments Factory, Lucknow*

1	Security Officer	..	Rs.175—300	Rs.60	..	As in his parent Department.	No change.
---	------------------	----	------------	-------	----	------------------------------	------------


*Industrial Tribunals*

1	Miscellaneous Clerk	..	Rs.120—220	Rs.15 to Rs.30 special pay to Cashier and Rs.15 special pay to Miscellaneous Clerk.	Rs.230—380	No change.
---	---------------------	----	------------	---	------------	------------

*Directorate*

1	Director of Industries, U. P.	Senior I.A.S. scale.	Rs.200	..	..	No change.
2	Additional Director of Industries.	I.A.S. Senior time scale Rs.900—1,800.	Rs.150	..	..	No change.



Serial number	Designation of post or name of services to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the past or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
3	Joint Director of Industries..	Rs.600— 1,250. (P.C.S.)	Rs.100	.. Rs.800— 1,450.	(i) If an officer of the Industries Department is appointed, he be allowed the scale of Rs.900—1,600 but no special pay.
4	Joint Director of Industries (Extension Project).	Rs.600— 1,250.	Rs.100		
5	Joint Director of Industries (Aids).	Rs.600— 1,250.	Rs.100		
 नमो भगवते वासुदेवाय					
(ii) If a U. P. Civil Service Officer, of Rs.1,300—1,600 (Rs.1,400—1,800) scale is appointed, no special pay be allowed.					
(iii) If a U. P. Civil Service Officer, of Rs.600—1,250 (Rs.800—1,450) scale is appointed, he be allowed Rs.100 as special pay.					

## RELIEF AND REHABILITATION DEPARTMENT

1	Medical Officer	.. Rs.300—900	Rs.100	.. Rs.550—1,200	} No special pay if non-practising allowance is allowed.
2	Medical Officer of Health	.. Rs.300—900	Rs.100	.. Rs.550—1,200	
3	Deputy Camp Commandant	Rs.225—500	Rs.50	.. Rs.400—750	No change.
4	Sanitary Inspector	.. Rs.150—260	Rs.25	.. Rs.280—450	No change.

## EXCISE COMMISSIONER'S OFFICE, U. P.

1	Assistant Excise Commissioner, posted as P. A. to Excise Commissioner.	Rs.300—900	Rs.75	.. Rs.550—1,200	No change.
---	--	------------	-------	-----------------	------------

## SUPERINTENDENT, PRINTING AND STATIONERY, U. P.

	Head Constable..	.. Rs.95—140	Rs.15	.. Rs.185—265	No change.
--	------------------	--------------	-------	---------------	------------

Serial number	Designation of post or name of services to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6

## IMPROVEMENT TRUST, GHAZIABAD

Administrator ..	Rs.1,800—2,000	Rs.200	Post is held by an I.A.S. officer.	No change.
------------------	----------------	--------	------------------------------------	------------

## NAZUL DEPARTMENT

Muazzin ..	Rs.22—27	Rs.5	Rs.165—215	No change.
------------	----------	------	------------	------------

## FOOD AND CIVIL SUPPLIES DEPARTMENT

Deputy Regional Food Controller.	Rs.300—900	Rs.50, if a P.C.S. Officer is posted.	Rs.550—1,200	No change.
----------------------------------	------------	---------------------------------------	--------------	------------

## VIGILANCE DIRECTORATE

1 Executive Engineer ..	Rs.600—1,250	Rs.150	Rs.800—1,450	No change.
2 Deputy Superintendent of Police.	Rs.300—900	Rs.75	Rs.550—1,200	Rs.100.
3 Senior Public Prosecutor ..	Rs.300—900	Rs.75	Rs.550—1,200	No change.
4 Technical Officer (Sales Tax)	Rs.300—900	Rs.75	Rs.550—1,200	No change.
5 Technical Officer (Food) ..	Rs.300—900	Rs.75	Rs.550—1,200	No change.
6 Accounts Officer ..	Rs.300—900	Rs.75	Rs.550—1,200	No change.
7 Inspector ..	Rs.225—500	Rs.70	Rs.400—750	Special pays may continue to the extent approved for other Police department posts of these ranks.
8 Public Prosecutor ..	Rs.250—550	Rs.60	Rs.400—750	
9 Sub-Inspector ..	Rs.175—300	Rs.60	Rs.300—550	
10 Head Constable (Civil Police)	Rs.95—140	Rs.15	Rs.185—265	
11 Head Constable (Motor Driver).	Rs.95—140	Rs.10	Rs.185—265	
12 Constable (Civil Police) ..	Rs.75—110	Rs.10	Rs.175—250	
13 Constable (Motor Driver) ..	Rs.75—110	Rs.10	Rs.175—250	

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
<b>MEDICAL AND HEALTH DEPARTMENT</b>					
1	Director J. K. Cancer Institute, Kanpur (A subsidiary unit of Government Medical College, Kanpur).	Rs.1,100—1,600	Rs.100	Rs.1,200—1,800	The existing incumbent is working in the scale of Rs.2,000—2,250 as personal to him. The special pay should be admissible to the incumbent, if he is in the scale of Rs.1,200—1,800.
2	Joint Director, Director of Medical and Health Office.	Rs.600—1,250	Rs.200	Rs.800—1,450	No change in the amount of special pay shown in column 4 is proposed if Government accept the pay scales shown in column 5, but, if any of the posts are placed in the special grade of Rs.1,200—1,800 as recommended by us separately, Government may like to review the matter and take suitable decision at their discretion.
3	Deputy Director, Director of Medical and Health Office.	Rs.600—1,250	Rs.100	Rs.800—1,450	
4	Assistant Director, Director of Medical and Health Office.	Rs.600—1,250	Rs.75	Rs.800—1,450	
5	Deputy Director (Technical) Director, M.H.S.	Rs.600—1,250	Rs.100	Rs.800—1,450	No change.
6	Executive Engineer on deputation from P.W.D.	Rs.600—1,250	Rs.100	Rs.800—1,450	No change.
7	Assistant Engineer on deputation from P.W.D.	Rs.300—900	Rs.100	Rs.550—1,200	No change.

Serial number	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
8	Personal Assistant Director, M. & H. S.	Rs.400—550	Rs.50 ..	Rs.500—750	No change.
9	District Family Planning Officer-cum-Additional District Health Officer.	Rs.300—900	Rs.100 ..	Rs.550—1,200.	No change.

## GENERAL ADMINISTRATION DEPARTMENT

## Entertainment and Betting Tax

Assistant Commissioner ..	Rs.600—1,250.	Rs.50 for establishment work on one post.	Rs.800—1,450.	No change.
---------------------------	---------------	---	---------------	------------

## Chief Inspectorate of Government Offices

Superintendent Inspector ..	Rs.350—550	Rs.50 ..	Rs.550—750	No change.
-----------------------------	------------	----------	------------	------------

## AGRICULTURE DEPARTMENT

1	Joint Agriculture Director (Administration) P. C. S. cadre.	Rs.600—1,250.	Rs. 100 for one.	Rs.800—1,450.	No change.
2	Assistant Director Agriculture (Research and Training).	Rs.300—900	Rs.50 for one.	Rs.550—1,200.	No change.
3	Assistant Director (Sub-region), Lucknow.	Rs.300—900	Rs.50 ..	Rs.550—1,200.	No change.

## Agriculture Production and Rural Development

1	Superintendent ..	Old scale Rs.160—400 New scale Rs.350—450.	Rs.40 ..	Rs.350—700 (Scale to scale as personal to the incumbent) Rs.450—700.	No change.
2	Assistant Superintendent ..	Old scale Rs.160—400 New scale Rs.160—320.	Rs.40 ..	(i) Rs.350—700 for those who are in the old scale of Rs.160—400. (ii) Rs.300—550 for those who are in the scale of Rs.160—320.	No change.

Serial no.	Designation of post or name of service to which the special pay is attached of pay for which it is demanded	Existing scale	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6

### COMMUNITY DEVELOPMENT DEPARTMENT

1	District Planning Officer ..	Rs.300—900	Rs.100 for District Board and Planning Work.	Rs.550—1,200	No change.
2	Personal Assistant ..	Rs.400—550	Rs.25 for doing additional and arduous work for Secretary along with A.P.C.	Rs.500—750	No change.

### U. P. PASHU CHIKITSA VIGYAN AND PASHU PALAN MAHAVIDYALAYA, MATHURA

Assistant Accounts Officer ..	Rs.250—750	..	Rs.450—950	Rs.50.
-------------------------------	------------	----	------------	--------

### HARIJAN AND SOCIAL WELFARE DIRECTORATE

1	Deputy Director	Rs.300—900	Rs.100 ..	Rs.550—1,200	No change.
2	Head Master, Unnayan Basti, Kalyanpur, Kanpur.	Rs.80—140 H. T. C. Rs.100—180 J. T. C.	Rs.5 for Library work.	Rs.200—320	No change.

### EDUCATION DEPARTMENT

1	Professors and Heads of Departments of Government Post-Graduate Colleges and Principals of Government Degree Colleges.	Rs.600—1,250.	Rs.50 (Admissible to two Professors of Post-Graduate Colleges acting as Vice-Principal).	Rs.800—1,450	The special pays where admissible at present may continue.
2	Sachiv, Madhyamik Shiksha Parishad.	Rs.750—1,400.	Nil.	Rs.900—1,600	Rs.100.
3	Deputy Secretary, Board of High School and Intermediate Education.	Rs.300—900	Nil. ..	Rs.550—1,200	Rs.50.
4	Personal Assistant to Director	Rs.300—900	Rs.50 ..	Rs.550—1,200	No change.
5	Commandant, Headquarters, Pradeshik Shiksha, Dal Yojna.	Rs.300—900	Rs.50 ..	Rs.550—1,200	No change.
6	Sub-Deputy Inspector of Schools, Bhadoi.	Rs.150—350	Rs.30 ..	Rs.325—575	No change.

Serial no.	Designation of post or name of service to which the special pay is attached or for which it is demanded	Existing scale of pay	Existing special pay	Revised scale of pay of the post or service	Proposed special pay or other recommendation of the Commission
1	2	3	4	5	6
7	Coordinator attached to C. P. I., Allahabad and Government Constructive Training College, Lucknow.	Rs.250—600	At 20 per cent. of pay subject to a maximum of Rs.100 payable only for so long as the Government of India is prepared to bear it.	Rs.450—950	No change.
8	Regional Inspectress of Girls' Schools.	Rs.600—1,250	..	Rs.800—1,450	Rs.100

#### REGISTRAR, CO-OPERATIVE SOCIETIES

Assistant Accounts Officer      Rs.200—450      ..      ..      Rs.350—700      Rs.50.

#### CIVIL DEFENCE

1	Deputy Controller, Class I ..	Rs.600—1,250.	Rs.50	..	Rs.800—1,450.	No change.
2	Deputy Controller, Class II	Rs.300—900	Rs.50	..	Rs.550—1,200.	No change.